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Wage Incentive Practices¹

THERE WAS some evidence during the seven-year period preceding the entrance of the United States into World War II that the use of wage incentives was suffering a slight setback.

A nationwide survey of personnel policy conducted by the National Industrial Conference Board in 1939, covering 2,700 companies in all types of business and employing 4,986,853 persons, indicated that in 51.7% of the companies wage-incentive plans of some kind were being used.

In a similar survey conducted in 1935, covering many of the same companies, 74.6% of those reporting were using wage incentives. Although there are no exact statistics today to show how much of a gain there had been during the war it is certain that the combined forces of stimulation by the War Production Board and the wage stabilization regulations have brought about a considerable increase in the use of incentive plans.

The United States Bureau of Labor Statistics classified² industries in 1942 according to the prevalence of wage incentives as follows:

<i>Slight</i>	<i>Moderate</i>
Building	Aircraft
Chemicals	Ammunition
Explosives	Automobile
Printing and publishing	Leather, luggage, belt-making, etc.
	Machinery
	Machine tool
	Meat packing
	Nonferrous smelting and refining
	Pulp and paper
	Shipbuilding

Substantial
Electrical equipment
Flat glass
Nonferrous mining and fabrication
Steel
Textile

General
Clothing
Coal mining
Hats and millinery
Hosiery
Rubber
Shoes

ADVANTAGES OF INCENTIVES

The desire to maintain take-home pay as high as possible at the end of the war, even under a shortened work week, seems likely to lead to the use of wage incentives in many cases where straight-time pay has been the rule. There are other advantages. At Servel, Incorporated, Evansville, Indiana, the major advantages accruing to the management have been found to be better cost control, less supervision, better quality of product from better rhythm of operations, less absenteeism because of group operation, smoother flow of work from employees staying on the job more consistently.

An executive at Revere Copper and Brass, Incorporated, has especially commented on the benefits in predetermining cost to this effect:

"The sales department can use it (cost estimate) to advantage in determining what business will be most profitable to the company and will be able to make intelligent bids to secure it. If the sales department is able to offer a sufficiently high yet still competitive bid to gain new business, many hours of work will be gained."

The company's policy on cost reduction is stated in the foreword to "Partners in Revere," by C. Donald Dallas, president of the company, as follows:

"Naturally each one of us expects a return from Revere for the part we do. Therefore, we are very much interested in the success of the company. We want

Revere's plants and equipment to be the best possible so that we can produce the finest quality. We want to produce this quality at a cost low enough to sell in large quantities. We want to give our customers good service so that they will be satisfied and continue to buy our products to keep us on our jobs steadily."

MAJOR PRINCIPLES

Good administration of a wage-incentive plan includes a definite statement by management concerning the broad general management policy upon which the plan is based. Some companies publish such a statement in a special booklet or in the regular employee manual.

The policy of management at the Plomb Tool Company, Los Angeles, on wage incentives is set forth in the employee manual, "Handbook for Plomb People":

"The management of Plomb Tool Company believes that payment for production work should be based upon several fundamental principles, as follows:

"1. It is the policy of the company to guarantee hourly base rates regardless of how low an employee's production may temporarily fall.

"2. Consistent failure to produce up to standard is considered evidence of incapability and, therefore, cause for dismissal.

"3. The company shall have sole right to determine what method and equipment shall be used in the performance of an operation.

"4. A time standard is set on one method only. When a standard is properly established so long as the standard procedure is followed, the standard is guaranteed against changes regardless of how much an employee earns.

¹This article is based on *Studies in Personnel Policy*, No. 68, "Wage Incentive Practices."

²Bureau of Labor Statistics, "Wage Incentive Plans and Collective Bargaining," Industrial Relations Problems Arising under War Production, Memorandum No. 2, April, 1942.

"5. Payment of operators shall be in proportion to production. After the standard has been met, a bonus for extra performance is given. A separate fund amounting to one third of the bonus given is set aside for division among indirect operators for their indirect contribution to the direct operator's production.

"6. When the method used on an operation deviates from the standard practice in any way, regardless of who makes the change, a new standard must be set by accepted time study methods.

"7. Suggestions made by employees for changes in method will be paid for in accordance with the established suggestion award procedure.

"8. When a standard is improperly set in the opinion of either employees or the management and when either desires to adjust the standard in the interest of maintaining equitable differentials in earnings and proper cost of production, the management will attempt to reach an agreement with employees. If an agreement cannot be amicably reached by employees and management then the machinery for handling grievances will be employed."

ORGANIZATION AND FUNCTIONS

The organization and functioning of the personnel responsible for the handling of wage incentives varies widely in different companies.

At Chicago Mail Order

At the Chicago Mail Order Company the development and maintenance of the wage-incentive plan has been the responsibility of the methods and standards department. The head of this department, designated as chief industrial engineer, reports to the operating manager, the latter reporting to the operating vice president. The following job titles apply to the seventeen persons comprising the methods and standards department:

Job Title	No. of Persons
Chief industrial engineer.....	1
Assistant chief.....	1
Secretary.....	1
Rate analyst.....	1
Methods engineers.....	2
Time study engineers.....	3
Time study observers.....	3
Operating payroll and expense controller	1
Payroll clerk.....	1
Typist and file clerk.....	1
Chart and layout man.....	1
Statistics clerk.....	1
Total.....	17

In addition to the responsibility of setting production standards, the methods and standards department develops new operating methods, procedures and equipment, establishes hourly base rates by job

evaluation procedure, prepares operating budgets and cost controls, draws up proposed changes in departmental layouts and submits a semiannual report on floor space utilization.

In August, 1944, there was a total of 3,158 employees on the payroll—1,740 in the office and 1,418 in the plant.

At Lincoln Electric

At Lincoln Electric Company, Cleveland, Ohio, there are about 500 workers on a piecework basis. The setting of piecework standards for these workers is the responsibility of the time-study department. In addition to the chief, the time-study department employs five persons. Of these, two specialize on methods work, two on material savings, and two on time-study work and setting production standards.

At Lyon Metal Products

About 1,000 employees are covered by the piecework system at Lyon Metal Products Company, Aurora, Illinois. About 800 of these workers are engaged on direct labor operations. The distribution of incentive workers between individual standards and group standards is almost evenly divided but favors the individual basis. The size of groups tends to run from four to eight workers. However, on painting operations there is one group of sixty workers.

The administration of the wage-incentive system is the responsibility of the standards and methods department. The superintendent of standards and methods reports to the chief production engineer, and the latter reports to the vice president in charge of production.

There are nine time-study engineers and three clerical employees reporting to the superintendent of standards and methods.

At Revere Copper and Brass

The administration of the wage-incentive plan at Revere Copper and Brass, Incorporated, at Rome, New York, is a responsibility of the industrial engineering department. Other duties of this department are job evaluation, cost reduction, the preparation of standard practice instructions, the determination of standard hours for use in cost estimating and for all time and motion studies. The department is headed by an industrial engineer who is responsible divisionally directly to the works manager, organizationally to the director of industrial relations. The industrial engineer has a large responsibility for labor relations.

Nine men in the department are responsible for the time studies and the determination of the rates, subject to the supervision of the head of the department and his assistant. They are designated as time study engineers, junior and senior grade. A summary of the personnel of the department follows:

Job Title	No. of Persons
Industrial engineer.....	1
Assistant industrial engineer.....	1
Time study engineer, senior.....	5
Time study engineer, junior.....	4
Clerk.....	2
Total.....	13

All rating of production records, once standards are determined by the industrial engineering department, becomes the duty of a separate group.

There are other departments handling functions that are heavily dependent upon the wage-incentive system. The cost estimating department uses the standard hours as established by the industrial engineering department in arriving at all cost estimates.

The methods department, a separate entity, frequently works in conjunction with the industrial engineer in setting up new methods and determining effective production lines.

At Plomb Tool

The main plant of the Plomb Tool Company in Los Angeles employs 809 persons. Of these, 215 are paid on a wage-incentive basis, many of them on such indirect operations as tool pushers, steel handlers, and clean-up men.

The administration of the Plomb wage-incentive plan is a major responsibility of the assistant works manager. In addition to the time and methods study supervisor, there are three persons in the department, two time-study men (one for each shift) and a time-study clerk. In addition to setting production standards the time-study men make studies of production performance and excess-cost records, together with a certain amount of cost estimating. They are also required to check the operators' production records for accuracy.

At Sonoco Products

Products manufactured by Sonoco Products Company include paperboard, paper tubes, spools and bobbins for the textile and electrical trades. New products developed during the war emergency include special paper molds for concrete construction and conical-shaped containers for tooth powder and similar products.

Employment at the main plant of Sonoco Products Company in Hartsville,

South Carolina, has grown as follows: 1935, 600 employees; 1940, 1,000 employees; 1942, 1,428 employees; 1944, 2,000 employees. Out of a total of 1,850 hourly paid employees, approximately 1,500 are on work covered by production standards, including both direct and indirect labor operations.

The standards department is responsible for the administration of the wage-incentive system. The head of this department has the title standards supervisor and reports to the production manager. There are eleven persons in this department. The detailed functions of the standards department are:

1. Time study;
2. Maintenance of the incentive systems;
3. Maintenance of the base rates structure, including new job evaluation and re-evaluations;
4. Methods improvement;
5. Cost estimates for the purpose of establishing sales prices on new products;
6. Cost investigations; and
7. Preparation of the payroll.

At Thompson Aircraft Products

The single-story Thompson Aircraft Products Company plant near Cleveland has a floor space of over 1,000,000 square feet and at its peak in 1943 employed 10,000 men and women. From bar stock to finished aircraft engine valve there are 180 separate operations, covering cutting, forging, machining, heat treating, grinding, and inspecting.

For the pay period ending September 10, 1944, there were 3,983 direct production workers on incentive. Incentive payment also included 1,806 indirect workers.

The administration of the wage-incentive plan is a responsibility of the standards department. The head of this department, designated as standards chief, reports to the plant manager. The standards chief at TAPCO and the standards chiefs at the five other Thompson plants report functionally to the chief of wage incentives.

Job analysis is carried on as a separate function. At TAPCO there is a chief job analyst and four job analysts. The TAPCO chief job analyst and the men performing the same function at the five other plants report directly to their respective plant managers and functionally to the chief of wage incentives. The chief of wage incentives and chief of wage and salary administration report to the director of wage and salary planning and the latter reports to

the executive vice president of Thompson Products, Inc.

Standards Department

In addition to the function of setting production standards on both direct and indirect labor operations and administering the wage-incentive plan, the standards department is responsible for labor estimates, manpower analysis, calculation of bonus on indirect labor operations, and the development and maintenance of standard-practice sheets on manufacturing operations.

Time-Study Function

The twenty-three persons comprising the standards department at TAPCO are given the following general designations:

Job Designation	No. of Persons
Standards chief (chief supervisor of standards).....	1
Assistant standards chief.....	1
Supervisor of standards (time study engineer).....	2
Time study observer (senior and junior).....	15
Stenographer.....	2
Bonus calculator (indirect labor).....	2
Total.....	23

The fifteen time-study observers bear the major part of the task of establishing performance standards. Their work is directly supervised by two time-study engineers.

At Midwest Chemical

The administration of the wage-incentive plan at Midwest Chemical Company is one of the functions of the methods and standards department. There are thirty-five persons in this department, ten of whom are time-study engineers, whose duties include setting incentive production standards. The personnel coverage is such that there are 170 incentive workers per time-study engineer.

The superintendent of the methods and standards department reports to the director of industrial relations.

The detailed functions of the methods and standards department are as follows:

- I. *Time and Motion Study*
 1. Incentive systems
 2. Methods improvement
 3. Job evaluation
- II. *Payroll*
 1. Figure bonus
 2. Make-up payroll
- III. *Investigation*
 1. New procedures
 2. Methods improvement
 3. Cost reduction
 4. Justification for new equipment and capital expenditures
- IV. *Plant Layout*
- V. *Work Simplification*
 1. Promote cooperation on new methods
 2. Suggestion system

VI. Training

1. Supervisory training
2. Job-instruction training
3. Job-relations training
4. Methods training

UNION CONTRACT PROVISIONS

Provisions in union contracts pertaining to the administration of wage-incentive plans vary considerably. The following are excerpts from union agreements illustrating typical clauses:

Tyler Rubber Company

Agreement with Local No. 137, United Rubber Workers of America (CIO)

III, 4, (f) When an inexperienced employee affects the earnings of a group, the experienced employees of the group shall receive their previous payroll week's average rate of earnings until the inexperienced employee attains the normal production per hour of the group, but not, however, beyond a maximum period of ten (10) working days.

When it becomes necessary in following the seniority provisions of this agreement to shift more than one employee into a new group, all the employees in that group shall receive at least 90% of the previous payroll week's average rate of earnings in that group, up to a maximum of five working days.

When an experienced employee is asked to break in a new employee, he shall receive his previous payroll week's average rate of earnings until the new employee makes the average base rate of the job, but only up to a maximum of fifteen (15) working days.

When an employee who has sufficient work on his job is taken off his regular job and given work on another job other than his own for a temporary period in any day it is agreed that the company will pay the employee at his previous payroll week's average rate of earnings for that period. However, except for the four (4)-hour period mentioned in paragraph (e) above, when there is no work at the employee's regular job and there is other work available carrying less than the employee's regular rate, the lower-rated job may be offered but can be accepted or not at the employee's option.

IV, (b) The company agrees that no wage rates shall be lowered during the term of this agreement without negotiations between the parties. However, it is agreed that an operation can be retimed where conditions of the operation have been changed since the last rate was established and a new rate can be established without lowering the hourly earnings on that operation below the hourly earnings which obtained on the operation before conditions changed. Inequalities in rates of pay for the same operation may be subject to adjustment from time to time.

(c) The question of wages may be re-

considered at the request of either the company or the union.

(d) In the case of a disagreement on a time study, the president of the union or a person designated by him may be present at a second time study, but this person is not to be paid by the company.

(e) The company agrees to pay for waiting time, at regular hourly rates whenever an operator waits a period of ten (10) minutes or more. Special consideration will be given for an abnormal accumulation of shorter delays when a request is made by the foreman with the superintendent's approval. Waiting time shall be understood to mean time during which an operator is unable to work on his own job due to any cause beyond his own control and during which he remains on the job at the request of the management.

(f) As soon as a new employee can earn at piecework more than the minimum hiring rate, the employee shall be paid his piecework earnings.

Detroit Steel Products Company

Agreement with Local No. 351, United Automobile, Aircraft and Agricultural Implement Workers of America (CIO)

Production Standards

(58) Piecework rates shall be determined by the production standards, which shall be established on a basis of fairness and equity consistent with the quality of workmanship, efficiency of operations, and the reasonable working capacities of normal operators. The company shall furnish the union with a copy of all new time-study records and a complete breakdown of all new time studies used in establishing production standards. In arriving at production standards, regular recognized time-study practices in industry shall be applied. In cases of a dispute over production standards, the time-study department of the company will furnish the union with all of the facts and figures used in arriving at the production standards in dispute. If a dispute over production standards is not settled between the foreman and the steward in the first step of the grievance procedure, the steward or a plant committeeman may examine the job with a representative of the time-study department. If they do not adjust the dispute, they will submit their conclusions to the union and the management in the third step of grievance procedure.

Auburn Button Works

Agreement with Local No. 20538, Federal Labor Union (AFL)

9. The base rate for any piecework job will be not less than the minimum of the wage band for the labor grade in which that job lies. No piecework base now in effect will be reduced during the term of this contract.

10. The company agrees that there shall

be no reduction in piecework rates during the existence of this contract without first discussing the matter with the union, unless there is a change in the design, material, equipment, tooling, cure, speed, method, grouping of operations, or process which makes a change in output or in effort as compared with former requirements. In any of the latter cases, the company may, at its discretion, discuss the matter with the union committeeman in the department before revising the piecework rates.

In case it becomes necessary to readjust a rate because of an error in the original time study, or in order to meet competitive conditions, without any such change in design, material, etc. (as mentioned above), this will be done only after discussing the matter with the union, and arriving at an agreement.

When an employee requests a restudy of a piecework job, the job will be restudied, if possible, within two working days after receipt of the request. Such request must be in writing, dated, and handed to the foreman. If the restudy proves to the company that an adjustment is justified, said adjustment will be made as soon as possible, and in any event within one week from the date of the request, or else the reason for not restudying the job, as indicated above, will be transmitted in writing within two working days from the time of the request through the foreman to the employee. In case a request for restudy results in a change in rate for the job, this rate will be made retroactive to the date of the request. If the reason for not restudying is not acceptable to the employee, any resulting grievance must be presented within one week from the date of the original request or else the retroactive provision is void.

The company may establish, maintain, or extend any system of labor measurement or time study, and may, at its discretion, substitute any other system.

11. An experienced employee on piecework who is required to wait, through no fault of his own, shall, during such waiting period, receive his hourly base rate. A beginner, or learner, under the above conditions, shall receive his minimum hourly rate. An employee called for work or expected to report, and reporting, shall receive not less than two hours work or two hours pay at his hourly rate, or at his base rate if an experienced pieceworker. An employee shall, during such period, perform such available work as may be assigned to him.

12. An employee making over the guaranteed rate on one job and failing to make the guaranteed rate on another job, through no fault of his own, shall not lose part of his earnings on the first job to make up the guaranteed rate on another job, when he promptly calls such condition to the attention of his foreman, and receives the written approval of said fore-

man. The foreman will either give such written approval to the employee or will explain to the employee the reason for not so doing.

13. The earnings of an employee working on a piecework operation on a product which is later rejected on a ground not chargeable to such employee's neglect or inefficiency shall not be decreased by reason of such rejection, provided such employee promptly calls such condition of the product to the attention of his foreman and receives the written consent of such foreman to continue the operation. An employee whose earnings are decreased through deductions for bad piecework shall be so notified and such bad work shall be shown him as promptly as practicable after the work has been inspected.

14. When an employee operates two compression presses, he shall be paid a rate calculated on his regular base rate for operating a single press plus eight cents (8¢), if piecework, or a rate equal to his hourly rate for operating a single press plus eight cents (8¢) if day work.

A Metal-working Company

Agreement with an AFL union

8. (a) Piecework rates shall be set by a fair and impartial time study. Once a piecework rate is set, it shall not be changed unless it is proved that the rate is too low, that an obvious error has been made, or that changes have been made in the design or process. Before rates are changed, the steward or grievance committee shall be notified.

8. (b) If there is a piecework rate on the job, that job must be worked piecework unless changed by conditions of paragraph (a), above.

8. (c) A pieceworker shall receive no less than 15% over his regular hourly rate, provided he has made an honest effort on the job. If the foreman decides that an employee is not to receive the 15%, he must notify the steward at once. Whenever possible this notice must be given while the job is being performed. In any event, a pieceworker shall be guaranteed his regular hourly rate.

8. (d) Temporary piecework rates may be set by a superintendent where no standard rate has been set. It is also mutually agreed that the shop steward may ask for a temporary rate which, if refused, may be made the subject of a grievance. The steward must be notified of all such temporary rates and of the reason for their use. Standard rates shall be set on such jobs as quickly as possible.

An Electrical Products Company

Agreement with United Electrical, Radio, and Machine Workers of America (CIO)

6. The basis for arriving at piecework rates shall be as follows:

(a) The time-study department will arrive at a fair standard production required for the operation.

(b) The piecework rate shall be arrived at on a basis of the relations between the standard production figure set and the base rate, without extras, of the operation.

(c) The ultimate earnings on a job placed on incentive shall result in a worker working at fair incentive pace in earning 15% to 30% above his base rate.

(d) Any rate so arrived at by the time-study department is open to question through the grievance procedure by the union.

(e) Any rate proposed by the time-study department and subject to questioning by the union and an adjustment

made thereof as a result of subject questioning shall be considered as a temporary rate.

(f) Any rate that has been adjusted as a result of a grievance may be changed back to a fair rate offered by the company.

(g) Any change of method will be considered as a basis for changing the piecework rate and any piecework rate, once established, may not be changed without mutual agreement between management and the union.

(h) There shall be a guaranteed basic minimum rate of pay for pieceworkers who, over a two-week period, are unable to earn their minimum rate.

(i) Standards shall be established on average operators and not on the highest or lowest producer.

(j) All changes in rates are dependent on averages of the rates for producers on an identical type of work and do not depend on highest or lowest total take-out of any one operator.

(k) In the event that there is a disagreement in regard to the standard, the union shall have the right to have these standards checked by qualified time-study men representing the union. In event the union time-study men and the company time-study men disagree as to the reasonableness or correctness of any standard production requirements, the Conciliation Service of the United States Department of Labor may be called in to assist in adjusting the dispute.

E. S. HORNING

Management Research Division

Trends in Collective Bargaining

Reducing Personnel

Under the terms of a CIO collective-bargaining contract with a firm in the Midwest:

"The employer shall have the right to reduce the number of its employees in the event of a change of machinery, equipment or plant, or in slow seasons or in case of lessening of business, it being distinctly understood that at no time shall the employer be required to retain more employees than it, in its sole judgment and discretion, deems necessary for the proper and economical operation of its business or any department thereof."

The contract has a clause which permits a union member to appeal, through grievance and arbitration machinery, any decision under the terms of the contract. Union representatives have the right under this contract to notify the employer that they wish to visit the plant for the purpose of settling grievances and handling other union business.

Union Boycott Clause

An important industry has agreed with the AFL union of its employees that there will be no interference with the fulfillment of the provisions of its collective-bargaining agreement in any labor difficulty until the provisions of Article XI, Section 7 of the American Federation of Labor constitution have been fully utilized. Article XI, Section 7 of the AFL constitution states:

"SECTION 7: No central Labor Union or other Central Body of delegates shall have the power or authority to originate a boycott, nor shall such bodies endorse and order the placing of the name of any person, firm or corporation on an unfair list that has agreements with any International or National Union or Local Unions until the National or International Unions or Local Unions having such agreements are informed of the request made upon the Central Body of delegates and such International, National or Local Unions working under agreements that may be affected have had reasonable time to intercede and until the Local Union desiring such action by the Central Body has, before declaring the boycott, submitted the matter in dispute to the Central Body for investigation and the best endeavors on its part to effect an amicable settlement. Upon failure to reach an understanding between the Unions involved, the entire matter shall be referred to the Executive Council of the American Federation of Labor which shall be employed to grant or refuse such requests."

Supervisors Must Forfeit Seniority

The National War Labor Board, with industry members dissenting, sustained a Cleveland regional WLB order providing that employees of the Addressograph-Multigraph Company, Cleveland, who are promoted from the bargaining unit to supervisory posts shall forfeit all

seniority if they are retained on supervision after a six-month trial period. For the six-month period they retain the seniority accumulated as production workers.

Many regional boards have issued opinions allowing employees promoted to supervision either to retain or accumulate seniority while occupying a supervisory position.

This decision is based on a regional board finding that it has been the practice of the company and the International Association of Machinists (AFL) to exclude supervisory personnel from seniority lists, although the case indicates that IAM and the company's works manager have had an agreement that wartime promotions to supervisory jobs include retention of production-unit seniority for six months after the end of the war.

The issue was brought to the regional board in a dispute involving an employee who had served as a foreman for eleven years and in 1942 was demoted to a rank-and-file job in another department. Subsequently, when he asked for transfer to the department over which he had once exercised supervision, a question arose about his seniority ranking. Management would credit him with seniority for the years he had spent on supervision. IAM resisted, arguing that he should be credited only with the eighteen months he had served at the bench following his demotion from supervision.

A regional panel, with labor members dissenting, recommended an order provid-

ing that supervisors be allowed to retain and accumulate seniority while on supervision. The board held to the contrary by a split vote. With industry members and one public member dissenting, it ruled:

"Employees in the bargaining unit, or those represented by the union, who are transferred to supervisory positions retain their seniority during a trial period of six months from the date of such appointment. Their seniority shall be erased if they retain the supervisory position and are not returned to the production unit during or at the end of such trial period."

The union has contended that since 1937 an oral agreement has been in force which provides for retention of seniority on supervision for only a six-month trial period. There is no written contract between the parties. The machinists union was recognized as the bargaining agent in 1935 and recognition has been continued from year to year by letters of acknowledgment from the management, plus other letters pertaining to certain working conditions.

Dispute over Seniority

General Motors Overseas Operations Division and the United Auto Workers (CIO) went before the regional war labor board at Detroit on a question of seniority involving employees of three plants in New Jersey, one of which apparently has been closed since the winter of 1942-43.

In February, 1935, a plant was opened at Weehawken. In April, 1942, a second plant was opened at Union City. In May, 1942, a third plant was opened at Fairlawn. The following winter the Weehawken plant was closed to save the expense of converting its heating system from oil to coal, according to a hearing officer.

At Fairlawn, the UAW was certified by the National Labor Relations Board as the bargaining unit covering one warehouse "although there are at present two, and were formerly three, warehouses under one divisional management." The parties agreed to apply the national GMC-UAW agreement, subject as usual to local arrangements on certain points, and those reservations brought the present dispute before the regional board.

The union wanted the seniority list confined to employees at Fairlawn on the date of NLRB certification, with the exception of men in military service, who would be allowed to exercise seniority from initial date of hiring in any of the three plants. Only employees in the bar-

gaining unit, that is, should be included in the seniority agreement.

The company, on the other hand, contended for a single seniority list covering all three plants of the Overseas Division, pointing out that employees have been transferred and retransferred as business considerations required. Employees at Fairlawn seem to have the brightest postwar job prospects, the company noted, and it isn't fair to penalize workers who have been transferred from Weehawken to Union City by eliminating them from the seniority list.

The regional board's solution, following the hearing officer's recommendation, is this:

"Seniority shall be plant wide for any work that the employee is capable of doing. Employees working at Fairlawn on the effective date of this order shall rank on the seniority list in the order of dates of their last hire into the Fairlawn plant or the Weehawken plant, whichever is earlier. Employees subsequently added to the seniority list shall rank in order of their date of hire into the Fairlawn plant.

"Provided, however, that for the purpose of affording work as required by the Selective Service Act, all three plants shall be grouped and the seniority of war veterans shall be division wide, which is the agreement of the parties."

The WLB hearing officer, Gabriel N. Alexander, stated:

"The controlling principle to be applied appears to be that seniority is entirely a matter of local bargaining, and is customarily applied only to the bargaining unit. It is not customary for a single seniority list to include employees outside the bargaining unit, particularly where they are not represented by a union. The record does not show what considerations motivated the National Labor Relations Board to certify Plant 3 (Fairlawn) as a proper unit of collective bargaining. Having done so, however, the employees therein represented should not have their collective-bargaining rights diminished by extraneous considerations."

Lists Reasons for Discharge

Mechanics employed by a world airways organization may be disciplined or discharged by the company for "incompetency or other just and sufficient cause." The employee shall have the right to a hearing.

Reasons for immediate discharging of an employee are listed in the collective-bargaining agreement as follows:

"1. Conduct or action in line of duty which jeopardizes the safety of aircraft of the company or results in serious destruction of company property;

"2. Bringing intoxicants into or consuming intoxicants on any airport utilized by the company in its operations, or reporting for duty under the influence of liquor in any degree whatsoever;

"3. Smoking at any time or in any place prohibited by existing rules;

"4. Sleeping on duty, neglect of duty, or reading of books, magazines, or newspapers while on duty, except where required in line of duty;

"5. Dishonesty or deliberate destruction or removal of company's or another employee's property, or other immoral conduct;

"6. Disobedience of reasonable orders issued by competent authority;

"7. Refusal to comply with company rules and circulars provided that such rules shall be posted in a conspicuous place where they may be read by all employees or that a copy of such rules shall be given to each employee; and further provided that no change in present rules or no additional rules shall be made which are inconsistent with this agreement;

"8. Disorderly conduct;

"9. Giving or taking a bribe of any nature as an inducement to obtaining work or retaining a position;

"10. Failure to report for duty without *bona fide* reasons, or failure to notify the office when detained from work by reason of sickness, incapacity, or other *bona fide* reason;

"11. Conduct prejudicial to good discipline."

No employee subject to the agreement who has been in the service of the company for six months or more is to be discharged or disciplined by release from service for more than three days without pay without investigation by and approval of a duly designated official of the company.

If an employee feels that he has been unjustly dealt with by the discipline or discharge decided upon, he is entitled to present his case in full. If the employee is reinstated, he shall be compensated for any wage loss suffered by him.

All newly engaged employees shall be considered as on trial for a period not to exceed six months and may be discharged at the company's option at any time within that period.

Maintenance of Membership Denied

The regional war labor board at New York denies the maintenance-of-member-

ship form of union security for CIO's United Electrical Workers at the Sco-vill Manufacturing Company, Inc., Brooklyn.

In the interim agreement under which the parties are now operating, the union has a checkoff with a seven-day escape clause. The escape period was effective immediately following March 1, 1945.

The company proposed to continue maintenance of checkoff but opposed maintenance of membership. The hearing officer saw no valid reason for denying union maintenance. Reporting that the company made no charge that the union is irresponsible, he recommended omission of the escape period in the con-

tract and retention of voluntary irrevocable checkoff. With industry members dissenting, the WLB order states in part:

"The union's request for the board's standard maintenance-of-membership provision and checkoff provision, without escape clause, is denied.

"During the life of the present agreement, all those employees who did not exercise their rights under Article I, Section D of the existing agreement, shall be deemed to remain members of the union in good standing, during the life of their present agreement."

ABRAHAM A. DESSER
Management Research Division

Wage and Salary Stabilization

THE Chicago regional war labor board approved classifications and rate ranges on July 2 for the Sundstrand Machine Tool Company, Rockford, Illinois, which included the following:

Hourly Range

Proposal engineer, class A.....	\$1.33-\$1.85
Proposal engineer, class B.....	1.15- 1.30
Proposal engineer, class C.....	.95- 1.10
Tooling proposal clerk.....	.75- .90

The Cleveland regional board established revised going rate ranges for tool and die workers in the Springfield, Ohio, area on July 5, as follows:

Hourly Going Rate Range Captive Shop | Job Shop

Tool and die maker, class A.....	\$1.25-\$1.45	\$1.50 - \$1.70
Tool and die maker, class B.....	1.10- 1.30	1.20 - 1.40
Tool-room machine operator, class A..	1.20- 1.40	1.30 - 1.50
Tool-room machine operator, class B..	1.00- 1.20	1.025- 1.225

On July 11, the Detroit regional board directed an hourly wage schedule at American Broach Machine Company, Ann Arbor, Michigan, which included the following selected pay ranges:

Hourly Pay Range

Fixture production—tool room	
Boring mill-jig bore operator.....	\$1.60-\$1.85
Toolmakers.....	1.50- 1.75
Lathe operators—engine.....	1.40- 1.65
Broaching tool manufacture	
Bench and floor inspectors (spline).....	1.60- 1.85
Internal grinding machine.....	1.40- 1.65
Bench and floor inspectors (production).....	1.20- 1.35
Broaching machine manufacture	
Boring mill operator.....	1.50- 1.75

Grinding machine, O.D., surface and I.D. (precision).....	1.40- 1.65
Grinding machine, O.D., surface and I.D. (production).....	1.20- 1.35
Sand blast and snagging.....	1.00- 1.20
Stock movers.....	.80- 1.10

The regional board also granted American Broach Machine Company an automatic pay progression of 5¢ an hour every thirty days from the 70-cent hiring rate up to \$1.20, the minimum of the production classification.

EXPORT PACKING RATES

War materials that move through Pacific coast ports require expert packaging and crating. The export packaging industry consists of establishments primarily engaged in packing, crating, or otherwise preparing goods for overseas shipment immediately prior to placement of goods at the ship's side. The San Francisco regional board made public on July 5 the going rates on four job classifications in this industry in San Francisco and Los Angeles. Job descriptions and stabilized hourly rates on these four jobs in the two cities follow:

Crate Builder, }
Heavy Machinery and Other }
Large Objects }

San Francisco, \$1.50
Los Angeles, 1.35

"Builds crates around objects of odd and large shapes for overseas shipment, such as tanks, trucks, machinery and aircraft. Involves bracing, padding, blocking and reinforcing of crates. Works from blueprints or written specifications, from oral instructions or without instructions.

A skilled worker who has usually the qualifications of a journeyman carpenter."

Boxmaker San Francisco, \$1.15
Los Angeles, 1.15

"Makes boxes, crates, frames and similar containers for shipment in accordance with the exacting requirements necessitated by overseas shipment; works according to specifications, using various hand and power driven tools. Work is done on a mass production basis."

Heavy Packer San Francisco, \$1.00
Los Angeles, 1.00

"According to specifications, packs heavy materials, such as large castings, motors, radio assemblies, plumbing fixtures, etc., for outgoing shipment. Moves and/or places material into or on a part of a box, crate, barrel or other container either manually or with the aid of a mechanical lifting device. May apply rust or waterproof material. May cleat, bolt, nail or otherwise fasten the material into the container. May appropriately insert paper waste, fiber, glass, excelsior, or other packing material for prevention of damage.

"May wrap inside liner of waterproof paper or other material around large objects and secure same in place with tape or other means.

"May treat various mechanical parts by dipping same in oil, hot wax, or rust preventive, moving parts to be processed either by hand or by aid of mechanical hoist, dipping them in specified solution. Places parts on table to dry or, in case of small parts where dipping is done in baskets, allows articles to dry in same. May process heavy materials by applying solution with brush or spray.

"Seals, nails and straps as a part of the packing process. May stencil description of contents, etc., and move boxes, crates, etc., to place of storage. Must be familiar with packaging specifications and all types of packing and wrapping materials."

Light Packer San Francisco, \$.925
Los Angeles, .85

"According to specifications, selects size of wooden box, barrel or other container which will hold order in the most efficient manner. Lines box or container with waterproof paper liner and packs those materials in solid forms which are suitable to such treatment. Uses extra liner corflex or craft paper in order to pack more delicate articles.

"May wrap articles in waterproof material or treat with oil, hot wax or rust preventive.

"Counts all articles as they are packed and makes up listing of same. Upon completion of the packing of each box, closes liner, seals and marks content symbol and/or content description, packing date, etc., on liner."

CONTROL MODIFIED

Executive Order No. 9599 issued by President Truman on August 18 provides for the orderly modification of wartime controls over prices, wages, materials and facilities. Section I-1-C of the order states that one of the guiding policies of the government during the transition period is "to move as rapidly as possible without endangering the stability of the economy toward the removal of price, wage, production and other controls and toward the restoration of collective bargaining and the free market."

Section IV-2 in the order of August 18 directs the War Labor Board to modify its wage control. The full text of this section follows:

"In addition to the authority to approve increases to correct gross inequities and for other specified purposes, conferred by Section 2 of Title II of Executive Order 9250, the National War Labor Board or other designated agency is hereby authorized to approve, without regard to the limitations contained in any other orders or directives, such increases as may be necessary to correct maladjustments or inequities which would interfere with the effective transition to a peacetime economy, provided, however, that in dispute cases this additional authority shall not be used to direct increases to be effective as of a date prior to the date of this order.

"Where the National War Labor Board or other designated agency, or the Price Administrator, shall have reason to believe that a proposed wage or salary increase will require a change in the price ceiling of the commodity or service involved, such proposed increase, if approved by the National War Labor Board or such other designated agency under the authority of this section shall become effective only if also approved by the Director of Economic Stabilization."

WLB General Order No. 40

On August 20, the War Labor Board officially modified wage control by unanimously enacting General Order No. 40 to the effect that wage and salary increases under WLB jurisdiction may be made without seeking WLB approval if price ceilings are not affected. The full text of the order follows:

"(a) Employers may, through collective bargaining with duly certified or recognized representatives of the employees involved, or, if there is no such representative, by voluntary action, make wage or salary increases without the necessity of obtaining approval therefor, upon the condition that such increases will not be used in whole or in part as the basis for seeking an increase in price ceilings or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or

services being furnished under contract with a federal procurement agency, will not increase the cost to the United States.

"(b) The provisions of paragraph (a) above shall be effective as of August 18, 1945, but this shall not preclude the selection by the party or parties of any earlier date as the effective date of the wage or salary increase. The provisions of this General Order shall not, however, operate as an approval of any wage or salary increase put into effect before August 18, 1945, and prior to receipt of any approval required by the Stabilization Act of October 2, 1942, or the Orders or Regulations issued thereunder.

"(c) Wage or salary increases referred to in paragraph (a) above may be made notwithstanding any previous denial or modification of an application for approval thereof by the National War Labor Board or its agencies."

Treasury Change

Joseph D. Nunan, Jr., Commissioner of Internal Revenue, issued a statement on August 22 to the effect that salary adjustments hitherto under the jurisdiction of the Treasury's Salary Stabilization Unit may now be made voluntarily, without seeking government approval if prices are not affected.

This policy is applicable to salaries, bonuses, commissions, fees, incentives, and "all other types of compensation," according to Mr. Nunan's announcement. However, the following statement was included as a note of warning:

"These changes in the Salary Stabilization Regulations do not, however, change in any way the Commissioner's authority under the Income Tax and Excess-Profits Tax Regulations to disallow deductions for unreasonable salary payments. This authority under tax regulations has always been a protection against tax avoidance and is not connected with the wartime measures to prevent inflation."

ANNUAL-WAGE PLANS

Pressure for maintenance of wartime take-home pay during the reconversion period is being supplemented by pressure to obtain guaranteed annual income. It is evident that labor leaders look upon high-stabilized wage rates as meaningless unless there is year-round employment in the postwar years and many believe that the seemingly simple plan of guaranteeing annual wages will have the effect of maintaining long-term full employment. Demands for guaranteed wages are pending in a number of cases before the War Labor Board.

According to the United States Bureau of Labor Statistics, guarantee provisions

in current union contracts are of two types:¹

"1. Employment-guarantee plans which specify that eligible employees shall be guaranteed a definite number of weeks or hours of work throughout the year; and

"2. Annual-wage plans which guarantee eligible workers a weekly income throughout the year regardless of fluctuations in employment."

When the War Labor Board denied the demand of CIO's Steelworkers for an annual wage last fall in connection with the basic steel decision, it passed the problem along to the late President Roosevelt, asking that a specially appointed commission undertake a detailed study of the problem.

Acting upon the President's request, the Advisory Board of the Office of War Mobilization and Reconversion appointed a subcommittee to lay plans for the study. On July 25, Eric A. Johnston, chairman of the subcommittee, announced the appointment of Murray Latimer, present chairman of the Railroad Retirement Board, and Arthur S. Meyer, chairman of the New York State Board of Mediation, as co-directors of the project. Mr. Johnston has stated that the inquiry will deal as objectively as possible with these aspects:

1. The effect of guaranteed wages on small business and new enterprises;
2. How guaranteed wages would be affected by seasonal employment;
3. Management problems in stabilizing production and sales; and
4. The relation of unemployment compensation to guaranteed wages.

One phase of the study will be a series of conferences with labor and management groups in order to discuss the problem industry by industry. The results of the study will be submitted through the Advisory Board to President Truman some time in 1946.

First Annual Steel Wage

A few days after the announcement by Mr. Johnston that the guaranteed-wage problem would be given a thorough study, the United Steelworkers of America (CIO) announced that the first such guarantee in the steel industry had just been written into the contract between Wildman Manufacturing Company, Norristown, Pennsylvania, and the United Steelworkers of America, Local 2977.

The Wildman plant, engaged in normal times in the production of knitting machinery, employs slightly over three hundred persons. Only those who have com-

¹For further details see *The Conference Board Management Record*, May, 1945, "Guaranteed Employment and Annual Wage."

pleted five years of service are eligible for the guarantee of 1,200 hours (30 weeks) of work during the year. Following is the full text of the guarantee clause:

"The company guarantees to every employee who has completed five years' continuous service in the employ of the company at the time of the execution of this agreement a minimum of 1,200 hours for the year covered by this agreement. All hours worked by said employee, both straight time and overtime, shall be credited against the 1,200 hours. If the company does not provide work for any part of the 1,200 hours the employee shall be paid for the unworked hours at his straight-time hourly rate.

"An employee who voluntarily leaves

the employ of the company or who is discharged for cause shall not be entitled to the guarantee. In the event of an employee's failure to take advantage of available work hours such hours shall be deducted from the guarantee of 1,200 hours. In the event of a strike the company shall be relieved of its guarantee as to the employees striking."

Pennsylvania's unemployment compensation law provides \$20 a week for thirty weeks. Thus, the 30-week guarantee in the contract, plus unemployment compensation, assures definite income to eligible employees for a full year.

E. S. HORNING

Management Research Division

Employment in June

THE NUMBER of persons employed in the Armed Forces totaled 64.5 million in June. This represented an increase of 650,000 over May, but total employment was more than 500,000 under the level of June, 1944. Civilian nonagricultural employment showed a decline of 3% from the level of last June.

FACTORY LOSS HIGH

Manufacturing registered the largest decrease, both for the month and for the year—a loss of more than 200,000 workers since May, and fully one and a half million less than twelve months ago. The decline was localized in the munitions group. The

more. As in the past seventeen months, the transportation equipment group suffered the heaviest loss. For the first time in 1945, declines in aircraft considerably exceeded those experienced in shipbuilding. Curtailment in the war program was reflected in this downward trend—both in layoffs and in the increasing tendency of a great number of workers in these industries to quit their war jobs and return to civilian production.

Almost all the major nonmunitions groups showed employment increases for the month, but the munitions decline more than offset the gains.

Mining, construction, and the service in-

turing to show a decline, reported 47,000 fewer persons employed.

Three Groups Show Rise

Employment in construction, transportation and the service industries in June was above that of twelve months earlier. The addition of 955,000 persons in the services can be attributed almost entirely to the increment of more than 900,000 to the Armed Forces during the year.

Twelve-month Comparisons

Fewer persons were engaged in mining, manufacturing, public utilities and trade this June than a year earlier.

Agricultural employment, at 11.0 million in June, represented a 2% decline from a year ago, despite the seasonal increase of 540,000 workers. Hired workers and family workers were 5% and 2%, respectively, below the number at work on farms last June.

FEDERAL CIVILIAN EMPLOYMENT¹

Federal civilian employment has more than trebled during the past five years. In April, 1940, at the beginning of the defense program, there were approximately

Table 2: Employment in the Executive Branch of the Federal Government,¹ by War and Other Agencies

Source: Civil Service Commission

Month and Year	Total	War Agencies ²	Other Agencies
April, 1940. . . .	916,800	205,804	710,996
April, 1941. . . .	1,166,751	410,304	756,447
April, 1942. . . .	1,782,352	947,119	835,233
April, 1943. . . .	2,868,633	2,074,686	793,947
April, 1944. . . .	2,837,492	2,033,498	803,994
April, 1945. . . .	2,920,400	2,038,600	881,800

¹Within continental limits of United States.

²Covers War and Navy departments, Maritime Commission, National Advisory Committee for Aeronautics and the emergency war agencies.

Table 1: Employment and Unemployment¹

In Thousands

Distribution of Labor Force and Employment	1945			†1944	1943
	June ¹	May ¹	April	June	June
Unemployment. . . . .	.....	.....	.....	.....	.....
Excess of employment over economic labor force. . .	8,219	7,594	6,654	9,082	8,050
Total employment.	64,471	63,821	62,854	64,991	63,593
Agriculture.	11,047	10,506	9,500	11,320	11,704
Forestry and fishing.	174	169	161	183	199
Total industry.	20,124	20,219	20,471	21,299	22,156
Extraction of minerals.	599	551	576	649	702
Manufacturing.	13,891	14,109	14,403	15,394	16,196
Construction.	1,486	1,411	1,372	1,380	1,784
Transportation.	3,211	3,211	3,183	2,929	2,454
Public utilities.	937	937	938	948	1,020
Trade, distribution and finance.	7,400	7,447	7,448	7,411	7,467
Service industries (including Armed Forces).	24,275	24,032	23,823	23,320	20,658
Miscellaneous industries and services.	1,451	1,448	1,450	1,458	1,409

¹Subject to revision.

†Revised.

transportation equipment, iron and steel, automobile, machinery, electrical machinery, nonferrous metals and chemical groups all reported decreases of 10,000 or

dustries reported gains for the month. No change in employment was registered by transportation and public utilities. Trade, the only other industry besides manufac-

917,000 employees in the executive branch of the Federal Government. By April, 1945, this number had grown to 2,920,400—a net addition of over two million. The greater part of this increase occurred in the period immediately after war was declared.

Approximately 1,086,000 workers were engaged in the interval between April, 1942-April, 1943. This increase in total federal executive employment was the result of the vast wartime program undertaken by the country. Existing war agencies were expanded and other agencies created, in order to cope with the problems of a war economy. In April, 1940, only 205,800 persons were employed by the War and Navy departments, and the

¹All paid employees in the executive branch of the Federal Government within continental limits on April 1, 1945, are included.

other war emergency agencies. In the same month of 1945, there were over two million—an increase of 1.8 million or 891%. Employment in all other federal agencies increased 24% over the five-year period.

STATE DISTRIBUTION

Nine per cent of the 2,920,400 civilian employees in the executive branch of the Federal Government in April, 1945, were in the District of Columbia.

In two states—California and New York—federal employees outnumbered those in Washington, D. C. California had the highest federal employee population—313,400—over 57,000 more than in Washington, D. C. New York was second with 297,800; and Pennsylvania, third, with 199,000. Illinois, Massachusetts, Ohio, Texas and Virginia each had more than 100,000. These eight states account for approximately half of all federal employees.

This high federal employee population reflects the concentration of a great number of military installations, post offices, field offices and establishments of the government in those particular states. Vermont had the fewest of any of the states—3,000.

War Agency Concentration

Of the 2.9 million federal employees, more than two million, or 70%, were employed by war agencies. In both California and New York, over 200,000 persons were employed in war agencies, representing 84% and 69%, respectively, of total federal employment.

There were only eleven states in which war agency employment was less than 50% of the total number of persons engaged in the executive branch of the Federal Government.

War and Navy Breakdown

The War and Navy departments alone employed 1.9 million persons as of April 1, 1945, or 92% of all employed in war agencies and 64% of total federal employees. In four states—California, New York, Pennsylvania, and Texas—more than 100,000 persons were working for the War and Navy departments. The number employed ranged from 251,100 in California to 104,700 in Texas.

North Dakota and Vermont were the only states to report that less than 50% of the total number employed by war agencies were engaged in War and Navy activity.

Ratio to Civilian Population

There were twenty-three federal employees, in April, 1945, for every 1,000 in-

tive branch of the Federal Government for every 1,000 inhabitants, while West Virginia was lowest with six. Although

Table 3: Paid Civilian Employment in the Executive Branch of the Federal Government, by State¹ and Agency, April 1, 1945
(Continental United States)

Source: Civil Service Commission

States	Grand Total	War Agencies			Other Agencies and Departments (Including Post Office)	Employees per 1,000 Inhabitants ²
		Total	War and Navy Departments	Emergency Agencies		
United States.....	2,920,400	2,038,600	1,875,900	162,700	881,800	22.9
Alabama.....	53,000	39,500	37,500	2,000	13,500	19.5
Arizona.....	19,400	12,100	11,400	700	7,300	34.1
Arkansas.....	25,300	16,800	15,500	1,300	8,500	14.6
California.....	313,400	262,800	251,100	11,700	50,600	39.8
Colorado.....	27,600	17,600	16,000	1,600	10,000	25.9
Connecticut.....	11,900	5,200	2,800	2,400	6,700	6.8
Delaware.....	3,400	2,200	1,900	300	1,200	12.4
Florida.....	77,300	66,600	63,000	3,600	10,700	38.4
Georgia.....	69,300	52,300	49,300	3,000	17,000	23.3
Idaho.....	9,100	5,000	4,400	600	4,100	19.2
Illinois.....	128,300	70,000	62,800	7,200	58,300	17.0
Indiana.....	41,400	27,400	24,800	2,600	14,000	12.2
Iowa.....	17,900	6,200	4,300	1,900	11,700	7.9
Kansas.....	32,000	21,200	19,700	1,500	10,800	19.1
Kentucky.....	27,100	13,600	11,700	1,900	13,500	10.6
Louisiana.....	42,900	30,300	27,800	2,500	12,600	18.5
Maine.....	27,000	21,800	20,900	900	5,200	34.5
Maryland ³	52,600	36,900	35,000	1,900	15,700	26.5
Massachusetts.....	111,500	89,400	84,000	5,400	22,100	27.2
Michigan.....	53,800	33,300	28,600	4,700	20,500	10.0
Minnesota.....	19,800	4,600	2,300	2,300	15,200	7.8
Mississippi.....	23,600	15,800	14,300	1,500	7,800	11.8
Missouri.....	52,700	28,400	25,100	3,300	24,300	15.0
Montana.....	8,700	2,900	2,300	600	5,800	18.5
Nebraska.....	27,100	18,900	17,700	1,200	8,200	23.0
Nevada.....	6,900	4,400	4,200	200	2,500	52.8
New Hampshire.....	4,200	2,000	1,400	600	2,200	9.3
New Jersey.....	84,200	69,800	66,500	3,300	14,400	20.6
New Mexico.....	15,900	9,800	9,300	500	6,100	32.4
New York.....	297,800	204,600	180,600	24,000	93,200	23.9
North Carolina.....	42,100	25,900	23,700	2,200	16,200	12.6
North Dakota.....	5,400	600	100	500	4,800	10.1
Ohio.....	109,400	76,600	69,700	6,900	32,800	16.0
Oklahoma.....	45,200	34,500	32,800	1,700	10,700	22.7
Oregon.....	17,700	7,900	6,500	1,400	9,800	15.1
Pennsylvania.....	199,000	156,500	148,400	8,100	42,500	21.5
Rhode Island.....	24,100	21,600	20,700	900	2,500	34.7
South Carolina.....	49,100	42,400	41,100	1,300	6,700	27.4
South Dakota.....	10,100	4,600	4,000	600	5,500	18.5
Tennessee.....	40,800	23,200	21,200	2,000	17,600	14.5
Texas.....	144,700	111,500	104,700	6,800	33,200	23.1
Utah.....	36,800	31,800	31,100	700	5,000	63.1
Vermont.....	3,000	500	100	400	2,500	9.5
Virginia ³	111,600	92,000	89,700	2,300	19,600	40.3
Washington.....	98,100	81,000	78,600	2,400	17,100	51.5
West Virginia.....	10,600	3,600	2,400	1,200	7,000	6.1
Wisconsin.....	21,300	7,200	5,100	2,100	14,100	7.2
Wyoming.....	4,700	1,500	1,200	300	3,200	19.9
Washington, D. C. met. area....	256,300	124,300	98,600	25,700	132,000	313.7
Undistributed.....	5,300	.....	.....	.....	5,300	.....

¹Partially estimated.

²Based on civilian population on November 1, 1943, as estimated by Bureau of the Census.

³Excludes employment within the Washington, D. C. metropolitan area.

habitants in the United States. The greatest concentration of federal employees in relation to population was in the metropolitan area of Washington, D. C., where there were 314 employees per 1,000. Of the forty-eight states, Utah ranked highest with 63 persons employed in the execu-

California had the largest actual number of federal employees, there were four states with a larger number in relation to population.

ROSALYN D. SIEGEL
Division of Business Statistics

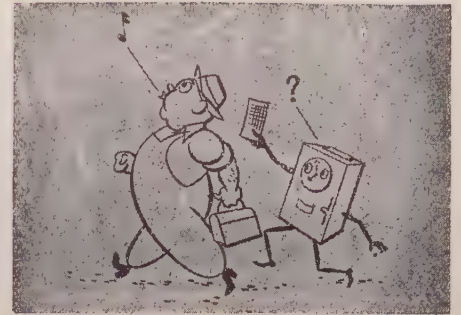
SPEAKING OF RULES

From "Life at Frigidaire," through
courtesy of Frigidaire Division,
General Motors Corporation

1. Falsification of personnel or any other Company records . . . Practice of accuracy is the surest method to keep free from criticism and difficulty.

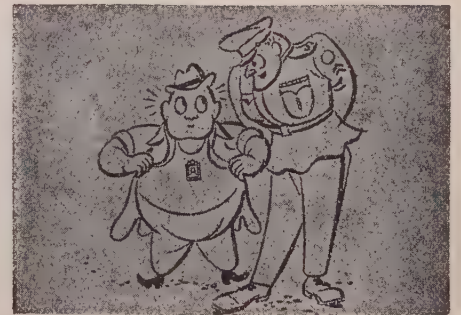


2. Knowingly ringing the time card of another . . . Such a practice violates the fundamental purpose of the time card system.



3. Habitual failure to ring own time card . . . Your time card is of full value only if it is honest and accurate in the story it tells.

4. Permitting use of badge by another to enter the property . . . Violation of this important regulation could result in serious complications.



5. Failure to wear badge in plain sight . . . Your badge worn in plain sight is instant proof of your right to be in the plant.

6. Habitual absence without reasonable cause . . . Violation of this rule can seriously affect you and your job—slow up the war effort.



7. Habitually reporting late for work . . . An employee who repeatedly is late for work not only causes inconvenience but loses money as well.



8. Absence without proper notification . . . Whatever the cause of absence—always notify your supervisor, foreman or the personnel department.

9. Leaving own department or the plant during working hours without permission . . . If necessary to leave, notify your foreman.



10. Distracting the attention of others, or causing confusion by unnecessary shouting, cat-calls, or demonstration in the plant.



11. Creating or contributing to insanitary conditions . . . It is essential to use extreme care in avoiding any practice which violates sanitary regulations.



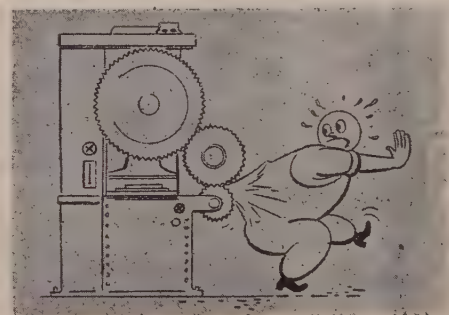
12. Possession of weapons on Company premises at any time . . . There is no reason for any employee to have any weapon with him in the plant.



13. Refusal to obey orders of foremen or other supervision . . . An employee's value depends upon his ability and willingness to follow instructions.



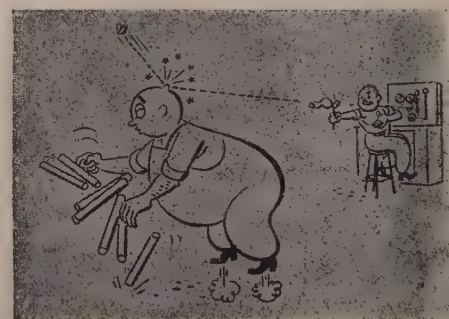
14. Job assignment. (Do the work assigned to you and follow instructions; any complaint may be taken up later through the regular channels.)



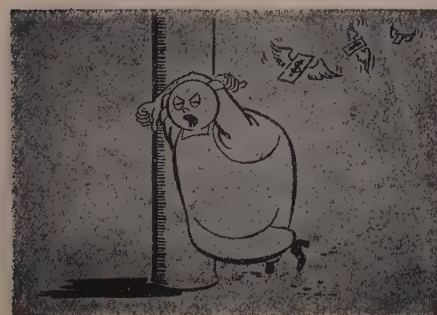
15. Operation of machines, tools, or equipment to which an employee has not been specifically assigned by an accredited supervisor.



16. Making scrap unnecessarily . . . No employee on any job can become careless without causing some waste through spoilage or "scrap."



17. Horseplay, scuffling, or throwing things . . . Serious accidents and valuable "lost time" can result from a thoughtless act of playfulness.



18. Wasting time or loitering in toilets or on any Company property during working hours . . . Time wasted slows up war production, increases costs.



19. Smoking except in specifically designated areas and during specified periods . . . Smoking in areas not approved is a menace to plant safety.



20. Threatening, intimidating, coercing or interfering with fellow employees on the premises at any time . . . Don't bother the other fellow.



21. Soliciting or collecting contributions for any purpose whatsoever on Company time, without the specific approval of Management.



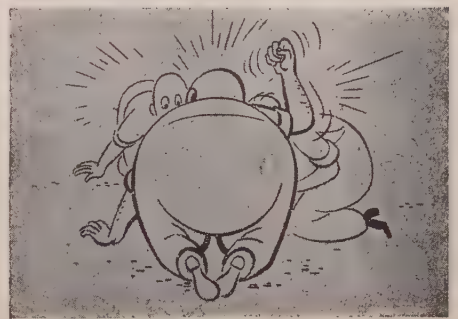
22. Distributing literature, written or printed matter of any description on Company premises, without the specific approval of Management.



23. Posting or removal of notices, signs, or writing in any form on bulletin boards or Company property without approval of Management.



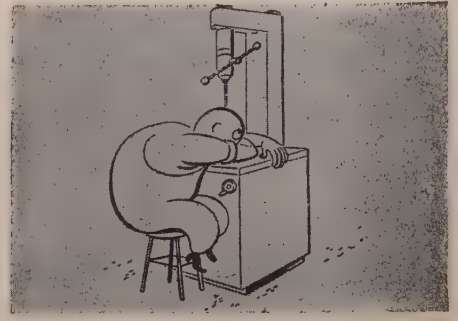
24. Misuse or removal from premises without proper authorization, of employe lists, blue prints, Company records, or confidential information.



25. Gambling, lottery or any other game of chance on Company premises at any time . . . Employees who gamble are neglecting their duties.



26. Abuse or deliberate destruction of Company property, tools, equipment or the property of employees in any manner.



27. Deliberately restricting output . . . Every employe must recognize the importance of production and the need for making every minute count.



28. Making false, vicious or malicious statements concerning any employe, the Company or its products . . . To speak well of others is a good policy.



29. Abusive language to fellow employees or supervision . . . Exchange of abusive terms frequently leads to serious consequences or injury.



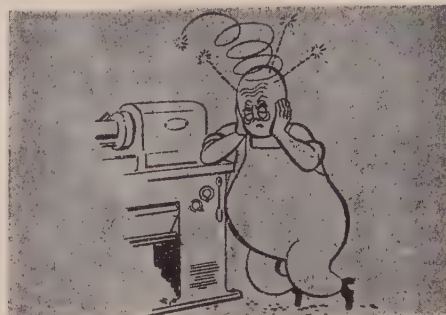
30. Fighting on the premises at any time . . . If anger must be expressed, let it be directed toward our enemy and not at a fellow employee.



31. Theft of property of employees or the Company . . . Respect the property of others if you would have them respect your property.



32. Possession of, or drinking of liquor or any alcoholic beverage on Company property at any time . . . Adherence to this rule is essential to safety.



33. Reporting to work under the influence of alcohol, or when suffering from alcoholic hangover . . . A clear head is essential to good work.



34. Sabotage . . . Every employee must use extreme care to avoid "innocent sabotage," for carelessness can be as destructive as willful violation.



35. Willful, deliberate, or continued violation of, or disregard of safety rules or common safety practices . Play safe at all times.



36. Assignment of wages or frequent garnishments . . . Disciplinary measures must be enforced when garnishment proceedings are a frequent occurrence.



37. Immoral conduct or indecency . . . An employee injures himself most of all when he permits himself to lapse from the path which convention has outlined.



38. Throwing refuse on the floors or out of the windows . . . It is just as easy to place refuse in the paper container—and a lot safer.



39. Repeated violations of shop or safety rules . . . Will be sufficient grounds for disciplinary action ranging from reprimand to immediate discharge.

Chronology of Labor Relations

July

2 *Union Defies WLB*

The Newspaper and Mail Deliverers Union of New York City (independent) continues to strike in spite of an order from the National War Labor Board to return to work.

Strikers Lose Paid Vacations

The WLB suspends paid vacations and other benefits to 16,700 CIO rubber workers at the Goodyear Tire and Rubber Company at Akron, Ohio, because the strikers refuse to obey a WLB order to return to work.

3 *Federal Work Week Cut to 44 Hours*

All but six federal agencies are ordered to reduce their work week from 48 hours to 44 by President Truman.

Directed to "Execute" Labor Laws

Lewis B. Schwellenbach, Secretary of Labor, directs all employees of the United States Department of Labor to "execute," not interpret, existing labor legislation.

7 *NMU Labels Congressional Group Fascists*

The "reactionary and dominant bloc" in the House and Senate has "waged an unrelenting war, not on Hitler and Hirohito, but on the interests of the American public and American labor," according to a resolution adopted unanimously by the fifth biennial convention of the National Maritime Union (CIO).

8 *AFL Urges 72-Cent Hourly Minimum*

An "immediate return to collective bargaining within price ceilings" and a minimum wage of 72 cents an hour is advocated by the American Federation of Labor.

11 *Wallace for Government Aid*

Secretary of Commerce Henry A. Wallace states there is not "a shred of evidence" to show that business alone can prevent recurring depressions, and that "government is the one agency through which it is possible in a free enterprise system for business and labor to expand production."

12 *Richberg Cautions Organized Labor*

Donald R. Richberg, former head of the NRA, declares "those so-called leaders of labor who keep perpetually demanding more pay for less production in shorter hours are leading their followers down hill and into the swamps."

14 *AFL Leader Gives Causes of Strikes*

William Green says that strikes are

due to (1) cut in take-home wages, (2) loss of well-paid jobs, with new jobs available at lower wages only, and (3) failure of government to provide adequate compensation insurance.

15 *Senate Group Advocates 65-Cent Hourly Minimum*

A subcommittee of the Senate Committee on Labor recommends that Congress direct the War Labor Board to regard 65 cents as an hourly minimum rather than the present minimum of 55 cents.

16 *Work Permits for Girls Revoked*

A World War II measure that permitted sixteen-year-old and seventeen-year-old girls to work on federal government contracts is to be revoked on October 1, according to an announcement by the public contracts division of the Department of Labor.

17 *New York Newspaper Strike Ends*

The seventeen-day strike by the Newspaper and Mail Deliverers Union (independent) which tied up eleven New York City newspapers for seventeen days is ended by the strikers agreeing to accept the jurisdiction and authority of the War Labor Board. Until a new contract is completed the old contract will be in effect.

Family-allowance Checks Mailed in Canada

Beginning July 18, 1,250,000 checks amounting to almost \$20,000,000 will be mailed to mothers in every part of Canada as the first payment under the Family Allowance Act which gives every child in Canada \$1.180 from birth until the age of sixteen.

19 *Strikes Authorized after V-J Day*

R. J. Thomas, President of the UAW-CIO and member of the National War Labor Board says that "after V-J day we will authorize strikes in every plant where a present grievance continues to exist."

20 *WLB Effective over State Law*

The National War Labor Board holds that the law under which it operates overrides the anticlosed-shop amendment to the state constitution in Florida.

21 *Wage Rates Increase*

According to the United States Department of Labor, basic wage rates in urban manufacturing industries have increased 1.6% in the six months ending last April, while the figure was 2.2% in the previous six months. The report shows that in selected

nonmanufacturing plants in urban communities there was a rise of 3.7% and 4.2% for the same periods.

"Device" Facilitates Employment of Blind

An electronic sound-gauging device, which may mean work for thousands of otherwise "unemployable blind," is demonstrated by the Canton plant of the Timkin Roller Bearing Company.

26 *Labor Party Wins in Britain*

The British parliamentary election put the Labor Party in power, winning 390 seats out of 640. The reported popular vote was: Labor, 11,962,678; Conservative, 9,018,235; Liberal, 2,280,135; and independent, 545,862. The Labor Party believes in "nationalization and state planning."

To Ease Wage Controls

Public members of the National War Labor Board tentatively propose to "ease just a little" the rigid wartime wage controls.

27 *Severance-pay Plan Approved*

A severance-pay plan involving private employers is approved by Director of Economic Stabilization William H. Davis, who, however, disapproves any plan involving government expenditures.

29 *"Public-works Planning" Not Enough*

Senator Robert F. Wagner, who favors full employment, states that "public-works planning, by itself, is not strong enough to maintain full employment."

30 *Procedure Set for Foremen's Grievances*

The National War Labor Board sets up a procedure for handling grievances of foremen affiliated with production workers' unions at the Federal Shipbuilding and Drydock Company, Kearny and Port Newark, New Jersey, the Maryland Drydock Company, Baltimore, and the Baltimore Locomotive Works of Eddystone, Pennsylvania.

31 *Laski Predicts Leftward Direction*

The British Labor Party "will take up in its leftward direction in England where the American New Deal stopped with such projects as the Tennessee Valley Authority," according to Professor Harold Laski, Chairman of the British Labor Party. He says that "free enterprise in the United States packed up in the '90's when you reached the last frontier."

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, Unless Otherwise Indicated

		1945							Percentage Change	
Item	Unit	July	June	May	April	Mar.	Feb.	Year Previous	Latest Month over Previous Month	Latest Month over Year Previous
Clerical salary rates										
Billing machine operator.....	mode in dollars	....	....	....	28	....	....	....	....	....
Calculating machine or compt' er operator.....	mode in dollars	....	....	....	28	....	....	....	....	....
Office boy or girl.....	mode in dollars	....	....	....	20	....	....	....	....	....
Stenographer.....	mode in dollars	....	....	....	30	....	....	....	....	....
Telephone switchboard operator.....	mode in dollars	....	....	....	30	....	....	....	....	....
Senior copy typist.....	mode in dollars	....	....	....	28	....	....	....	....	....
Cost of living										
Food.....	1923=100	114.9	114.8	112.7	111.6	110.8	111.2	111.7	+0.1	+2.9
Housing.....	1923=100	91.0	91.0	91.0	91.0	91.0	91.0	90.9	0	+0.1
Clothing.....	1923=100	94.6	94.7	94.9	94.8	94.5	94.3	92.5	-0.1	+2.3
Men's.....	1923=100	103.8	103.8	104.1	104.0	103.8	103.6	101.9	0	+1.9
Women's.....	1923=100	85.3	85.5	85.6	85.5	85.2	84.9	83.1	-0.2	+2.6
Fuel and light.....	1923=100	97.3	96.3	96.2	96.0	96.1	96.1	95.7	+1.0	+1.7
Electricity.....	1923=100	66.9	66.9	66.9	66.9	66.9	66.9	66.9	0	0
Gas.....	1923=100	94.5	94.5	94.5	94.5	94.5	94.5	94.5	0	0
Sundries.....	1923=100	115.3	115.5	115.5	115.3	115.2	115.1	113.6	-0.2	+1.5
All items.....	1923=100	106.9	106.9	106.2	105.8	105.4	105.5	105.0	0	+1.8
Purchasing value of dollar.....	1923 dollars	.935	.935	.942	.945	.949	.948	.952	0	-1.8
All items (BLS).....	1935-39=100	129.0	128.1	127.1	126.8	126.9	126.9	125.4	+0.7	+2.9
Employment and unemployment										
Employment over economic labor force.....	thousands	....	p 8,219	r 7,594	r 6,654	6,010	5,418	r 9,082	+8.2	-9.5
Total employment.....	thousands	....	p 64,471	r 63,821	r 62,854	62,180	61,561	r 64,991	+1.0	-0.8
Agriculture, forestry, fishing.....	thousands	....	p 11,221	r 10,675	9,661	8,857	8,389	r 11,503	+5.1	-2.5
Total industry.....	thousands	....	p 20,124	r 20,219	r 20,471	20,708	20,791	r 21,299	-0.5	-5.5
Manufacturing.....	thousands	....	p 13,891	r 14,109	14,403	14,670	14,828	r 15,394	-1.5	-9.8
Trade, service, miscellaneous.....	thousands	....	p 33,126	r 32,926	r 32,721	32,615	32,381	r 32,189	+0.6	+2.9
Strikes (BLS)										
Beginning in period.....	number	....	p 485	p 425	450	400	310	441	+14.1	+10.0
Workers involved.....	thousands	....	p 292	p 310	285	210	109	145	-5.8	+101.4
Total man days idle.....	thousands	....	p 1,725	p 2,025	1,330	860	412	727	-14.8	+137.3
Turnover rates in manufactur'g (BLS)										
Separations.....	per 100 employees	....	p 7.5	7.0	6.6	6.8	6.0	7.1	+7.1	+5.6
Quits.....	per 100 employees	....	p 4.9	4.8	4.8	5.0	4.3	5.4	+2.1	-9.3
Miscellaneous.....	per 100 employees	....	p .4	.4	.4	.4	.3	.5	0.0	-20.0
Discharges.....	per 100 employees	....	p .6	.6	.6	.7	.7	.7	0.0	-14.3
Layoffs.....	per 100 employees	....	p 1.6	1.2	.8	.7	.7	.5	+33.3	+220.0
Accessions.....	per 100 employees	....	p 5.8	5.0	r 4.7	4.9	5.0	7.6	+16.0	-23.7
Wage earners										
All manufacturing industries (BLS)										
Earnings, hourly.....	average in dollars	....	....	1.043	r 1.044	1.044	1.043	1.017	-0.1	+2.5
weekly.....	average in dollars	....	....	46.03	r 47.12	r 47.40	47.37	46.02	-2.3	+0.3
Hours per production worker.....	average per week	....	....	44.1	r 45.1	r 45.4	r 45.4	45.3	-2.2	-2.2
Twenty-five manufacturing industries										
Earnings, hourly.....	average in dollars	....	1.111	1.100	1.101	1.101	1.095	1.069	+1.0	+3.9
weekly.....	average in dollars	....	50.37	r 49.62	50.13	50.99	50.58	49.30	+1.5	+2.2
Hours per production worker.....	average per week	....	45.3	r 45.0	45.4	46.1	46.0	45.9	+0.7	-1.3
Employment.....	1923=100	....	128.2	r 130.9	134.0	136.2	137.4	143.6	-2.1	-10.7
Total man hours.....	1923=100	....	118.1	r 119.8	123.7	127.6	128.5	134.0	-1.4	-11.9
Payrolls.....	1923=100	....	242.7	r 244.1	252.5	261.0	261.2	266.1	-0.6	-8.8
Wage-rate increases.....	average per cent	....	9.9	r 5.0	7.0	3.8	5.9	7.0	....	....
Production workers affected.....	per cent	....	1.1	r 1.3	0.3	0.4	0.6	0.3	....	....
Manufacture and distribution of gas										
Earnings, hourly.....	average in dollars	....	....	....	....	....	a 1.042	.985	....	+5.8
weekly.....	average in dollars	....	....	....	....	....	a 49.92	44.48	....	+12.2
Hours per wage earner.....	average per week	....	....	....	....	....	a 47.5	44.6	....	+6.5
Generation and distribution of electricity										
Earnings, hourly.....	average in dollars	....	....	....	....	....	a 1.146	1.104	....	+3.8
weekly.....	average in dollars	....	....	....	....	....	a 52.05	48.95	....	+6.3
Hours per wage earner.....	average per week	....	....	....	....	....	a 45.1	44.0	....	+2.5
Class I railroads¹										
Earnings, hourly.....	average in dollars	....	....	....	.984	.982	.999	.976	+0.2	+0.8
weekly.....	average in dollars	....	....	....	51.96	52.47	53.01	50.62	-1.0	+2.6
"Real" weekly earnings.....	1923=100	....	....	....	165.6	167.8	169.4	163.8	-1.3	+1.1
Hours per wage earner.....	average per week	....	....	....	52.8	53.4	53.1	51.9	-1.1	+1.7
Agricultural wage rates per month² (BAE)										
With board.....	average in dollars	....	....	....	e 82.98	....	a 80.30	72.33	....	+14.7
Without board.....	average in dollars	....	....	....	78.60	....	a 74.60	68.95	....	+14.0
New York City metro. area, eighteen manufacturing industries	average in dollars	....	....	....	92.70	....	a 88.90	81.15	....	+14.2
Earnings, hourly.....	average in dollars	....	1.126	1.126	1.122	1.121	1.116	1.084	0	+3.9
weekly.....	average in dollars	....	51.35	51.35	51.84	51.79	51.00	50.62	0	+1.4
Hours per production worker.....	average per week	....	45.6	45.6	46.2	46.2	45.7	46.7	0	-2.4

¹Derived from Interstate Commerce Commission reports.

²As of first day of month.

aJanuary, 1945

eEstimated

pPreliminary

rRevised

Strikes and Turnover Rates

PRELIMINARY BLS figures for the month of June, 1945, indicate that 485 strikes and lockouts occurred which involved 292,000 workers and brought about 1,725,000 man days of idleness. Stoppages outnumbered the 425 recorded for May and represented the third highest monthly count since Pearl Harbor. The other high months were May and August of 1944 when 589 and 501, respectively, were recorded.

The number of workers involved is the fourth highest since December, 1941, with only the months of May, 1943, 1944 and

1945, topping it. The 1,725,000 man days of idleness represented 0.23% of the available working time and placed June among the highest of the months since Pearl Harbor. June and November, 1943, and May, 1945, exceeded the June, 1945, figure and were outstanding because of large coal-mine strikes.

Perspective on the extent of strike time lost is provided by the Bureau's estimate that the time put in by workers in the munitions industries alone on New Year's Day, Washington's Birthday, Memorial Day and July 4th of this year ex-

ceeded the total man days of idleness during all strikes and lockouts from Pearl Harbor to June 30, 1945.

JULY STRIKES

Prominently reported work stoppages in July included those at the Wright Aeronautical Corporation's five plants in New Jersey, the Dodge Chicago plant of the Chrysler Corporation, the Firestone Tire & Rubber Company's Akron plant and the Camden yard of the New York Shipbuilding Corporation. Approximately 30,000 men were reported idle in the

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production ¹ (1935-1939 =100)	Manufacturing					
	Strikes ¹				Turnover Rate per 100 Employees ¹					Accessions ¹
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations ¹					
	Number	Workers Involved (Thousand)			Total	Quits ¹	Miscella- neous ¹	Discharges ¹	Layoffs ¹	
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	58.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943.....	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1944.....	4,956	2,116	8,721	252	r81.8	r61.0	5.9	7.7	7.2	73.0
1944 June.....	441	145	727	252	7.1	5.4	.5	.7	.5	7.6
July.....	469	172	652	248	6.6	5.0	.4	.7	.5	6.3
August.....	501	198	959	251	7.8	6.2	.4	.7	.5	6.3
September.....	408	207	786	249	7.6	6.1	.3	.6	.6	6.1
October.....	430	222	756	250	6.4	5.0	.3	.6	.5	6.0
November.....	345	201	789	248	6.0	4.6	.3	.6	.5	6.1
December.....	264	92	387	248	5.7	4.3	.3	.6	.5	4.9
1945 January.....	240	44	228	248	6.2	4.6	.3	.7	.6	7.0
February.....	310	109	412	r249	6.0	4.3	.3	.7	.7	5.0
March.....	400	210	860	249	6.8	5.0	.4	.7	.7	4.9
April.....	450	285	1,330	245	6.6	4.8	.4	.6	.8	r4.7
May.....	p425	p310	p2,025	241	7.0	4.8	.4	.6	1.2	5.0
June.....	p485	p292	p1,725	p236	p7.5	p4.9	p.4	p.6	p1.6	p5.8

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁶A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a.Not available.

rRevised.

LABOR DISPUTES ORIGINATING IN JULY, 1945

Incomplete report based upon information appearing in the press

Company or Workers Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected	
Manufacturing, Building, and Mining						
American Car & Foundry Company.....	AFL	St. Louis, Mo.	7/16	7/21	400 ^a	
American Metal Products Corporation.....	CIO	Detroit, Mich.	9	..	500	
American Steel Foundries.....	n.a.	Verona, Pa.	9	..	800	
Bethlehem Steel Company.....	n.a.	Williamsport, Pa.	25	..	1,100	
Boote Bros. Gear & Machine Corporation.....	n.a.	Chicago, Ill.	30	..	500	¹ South works.
Carnegie-Illinois Steel Corporation.....	n.a.	Braddock, Pa.	29	31	1,642 ^b	² Homestead plant.
	n.a.	Chicago, Ill. ¹	5	6	13,164 ^c	³ Dodge Division.
	CIO	Pittsburgh, Pa. ²	17	19	597 ^d	⁴ Dodge truck plant.
Champion Machine & Forging Company.....	CIO	Cleveland, Ohio	31	..	200	⁵ River Rouge plant.
Chrysler Corporation.....	n.a.	Chicago, Ill. ³	9	..	1,218 ^e	⁶ Pontiac Motor Division.
	CIO		25	27	20,000	⁷ Chevrolet Shell Division.
	CIO	Detroit, Mich. ⁴	9	11	2,911 ^f	⁸ Mines at Bobtown, California, Denbo and Vestaburg, Pa.
Coal miners.....	AFL	Illinois	13	..	10,000	⁹ Main plant.
Copperweld Steel Company.....	n.a.	Glassport, Pa.	23	25	700	¹⁰ Hern plant.
Detroit Brass & Malleable Works.....	CIO	Detroit, Mich.	11	14	450	¹¹ Allenport plant.
Detroit Steel Products.....	n.a.	Detroit, Mich.	26	..	500	¹² Plants at New York City and Glendale, L. I., N. Y. were also closed.
Electro Metallurgical Company.....	CIO	Alloy, W. Va.	16	..	2,300	¹³ East St. Louis, Ill., and St. Louis, Mo.
Ethyl Corporation.....	n.a.	Baton Rouge, La.	26	..	900	¹⁴ MESA and CIO.
Evans Products Company.....	CIO	Detroit, Mich.	30	31	750	¹⁵ Plants at Paterson, East Paterson, Fairlawn and Wood-Ridge, N. J.
Jos. S. Finch & Company.....	CIO	Schenley, Pa.	16	19	2,200	¹⁶ Employees of American Packing Company, Heil Packing Company, Key Packing Company, Laclede Packing Company and Sioff Packing Company.
Firestone Tire & Rubber Company.....	CIO	Akron, Ohio	1	14	16,600	¹⁷ Employed by the Detroit Creamery Company and the Ebling Creamery Company.
Ford Motor Company.....	n.a.	Detroit, Mich. ⁵	10	11	566 ^g	¹⁸ Employees of <i>The Birmingham Post, News and Age-Herald</i> , all of which suspended publication.
Fried & Reineman Packing Company.....	AFL	Pittsburgh, Pa.	15	8/1	350	¹⁹ Alabama, Florida, Georgia, Louisiana and Mississippi.
General Motors Corporation.....	CIO	Pontiac, Mich. ⁶	23	7/25	1,500	²⁰ Employed by 12 excavating firms.
	AFL	St. Louis, Mo. ⁷	25	..	50	^a Strike of 150 made 250 others idle.
	CIO		27	28	900	^b Strike of 30 employees caused 1,500 others to be idle at the Edgar Thompson works at Braddock and 112 others at the Duquesne works.
Gorham Tool Company.....	CIO	Detroit, Mich.	3	11	250	^c Strike of 164 men caused 13,000 others to be idle.
Graham-Paige Motors Corporation.....	CIO	Detroit, Mich.	5	9	1,024 ^h	^d Strike of 72 workers caused 525 others to be idle.
	CIO		10	22	2,900	^e Twelve hundred employees struck in sympathy with 18 foremen.
Hamilton, Scheu & Walsh Shoe Company.....	CIO	St. Louis, Mo.	23	..	407 ⁱ	^f Strike of 11 paint sprayers made 2,900 production workers idle.
Hayes Manufacturing Corporation.....	CIO	Grand Rapids, Mich.	9	9	1,500	^g Strike of 6 paint sprayers forced the company to send 560 others home.
Hoffman Beverage Company.....	AFL	Newark, N. J.	2	8/1	1,000 ^j	^h Strike of 524 polishers made 500 others idle.
International Harvester Company.....	Ind.	Canton, Ill.	25	7/27	1,600	ⁱ Strike of 57 packers forced the plant, employing 350 others, to close.
International Shoe Company.....	CIO	Washington, Mo.	25	30	1,000	^j Strike caused the plant to close.
Jones & Laughlin Steel Corporation.....	UMW		9	..	3,316	^k About 1,250 other employees refused to cross the picket lines formed by 45 pipe-fitters, carpenters and electrical workers.
Keasbey & Mattison Company.....	AFL	Ambler, Pa.	26	..	900	^l Strike of 8 machinists caused 600 other employees to be idle.
Malleable Iron Company.....	AFL	Albion, Mich.	25	..	875 ^j	^m Forty open-hearth employees forced 1,500 other workers to be idle.
McQuay-Norris Manufacturing Company.....	CIO	St. Louis, Mo.	27	..	1,250	ⁿ Strike of hot mill workers forced the shut down of open hearths and made 1,500 employees idle.
Midland Steel Products Company.....	CIO	Detroit, Mich.	18	26	1,200	^o Strike of 300 made approximately 400 others idle.
Monsanto Chemical Company.....	AFL	Monsanto, Ill.	26	..	1,300 ^k	
National Cast Iron Pipe Company.....	AFL	Birmingham, Ala.	9	..	6,000	
National Tube Company.....	n.a.	McKeesport, Pa.	31	..	90	
New York Shipbuilding Corporation.....	CIO	Camden, N. J.	10	..	15,000	
Obeart-Nester Glass Company.....	AFL	East St. Louis, Ill.	10	..	600 ^l	
Packard Motor Car Company.....	n.a.	Detroit, Mich. ⁹	21	21	500	
	CIO		26	..	400	
Pittsburgh Steel Company.....	CIO	Pittsburgh, Pa. ¹¹	2	9	2,760	
Refined Syrups & Sugars, Incorporated.....	AFL	Yonkers, N. Y.	16	..	400	
Republic Steel Corporation.....	CIO	Ferndale, Mich.	11	19	170	
	CIO	Cleveland, Ohio	20	20	1,540 ^m	
	n.a.		31	..	1,500 ⁿ	
Revere Copper and Brass Incorporated.....	CIO	Detroit, Mich.	25	29	900	
Reynolds Metals Company.....	AFL	Richmond, Va. ¹²	30	..	6,500	
Schick, Incorporated.....	AFL	Stamford, Conn.	20	24	500	
Shawmut Mining Company.....	n.a.	Force, Pa.	15	..	350	
Socony-Vacuum Oil Company.....	AFL		12	20	675	
Solvay Process Company.....	UMW	Syracuse, N. Y.	12	15	1,427	
Spicer Manufacturing Company.....	CIO	Toledo, Ohio	5	..	6,000	
Stokes Rubber Company.....	CIO	Trenton, N. J.	17	19	725	
United Fuel Gas Company.....	CIO	West Virginia and Kentucky	10	11	1,500	
United States Rubber Company.....	¹⁴	Detroit, Mich.	13	30	6,000	
Wilson-Snyder Manufacturing Corporation.....	CIO	Braddock, Pa.	10	..	700 ^o	
Wright Aeronautical Corporation.....	CIO		21	27	30,000	
Miscellaneous						
Butchers ¹⁶	AFL	St. Louis, Mo.	19	25	1,900	
Dairy workers ¹⁷	CIO	Detroit, Mich.	9	11	1,000	
North Hudson County Boulevard Bus Lines.....	AFL	North Bergen, N. J.	14	17	115	
Printers ¹⁸	AFL	Birmingham, Ala.	11	8/14	180	
Retail fruit and vegetable dealers.....	n.a.	New York, N. Y.	17	7/20	1,800	
Teche Greyhound Lines.....	AFL		28	8/5	950	
Truck drivers ²⁰	AFL	Detroit, Mich.	31	..	200	

Wright Aeronautical strike, which apparently started when seventy-five men quit work in protest against the discharge of a union steward who was alleged to have called his supervisor "vile names." Failure to establish a new contract to replace the old one which expired October 1, 1944, and internal friction within the local were also mentioned as contributory causes. However, both local and national union officials declared the strike unauthorized.

At Chrysler's Chicago Dodge plant, the walkout was caused by the docking of several workers who reportedly had been using the last fifteen or twenty minutes of their shift to wash up. About 20,000 men were involved. Both these strikes were ended after intercession by the War Department and the War Labor Board. Production of engines for B-29 superfortresses was held up six days at Wright and two days at Chrysler.

CORRECTION

It was incorrectly reported in the July, 1945, issue of *The Management Record* that: "Strikes and lockouts in May, 1945, caused more lost time than in any month since Pearl Harbor." The sentence should have read "... than in any May since Pearl Harbor."

Over 16,000 members of United Rubber Workers (CIO) were reported out on strike at the Firestone Tire & Rubber Company over the renewal terms of their contract which expired June 30. The following day the local struck, citing more than one hundred complaints and grievances. Disunity within the local regarding the strike was implied in the press, and it was reported that Sherman L. Dalrymple, the international president, plans

to resign his post in September and leave for California where he will enter the orange-raising business. He opposed his local officers as to the walkout, unsuccessfully urging them to abide by labor's no-strike agreement.

The strike of 15,000 members of the Industrial Union of Marine and Shipbuilding Workers of America (CIO) at the New York Shipbuilding Corporation was said to have been called in sympathy with two hundred welders who walked out protesting a WLB wage-rate ruling granting them \$1.34 an hour instead of the \$1.68 they demanded. Local officials were said to have declared the strike unauthorized and a company spokesman asserted that the yard had received no formal information as to the cause of the stoppage.

G. M. GRAYBILL, JR.
Division of Labor Statistics

Payroll Statistics in Manufacturing

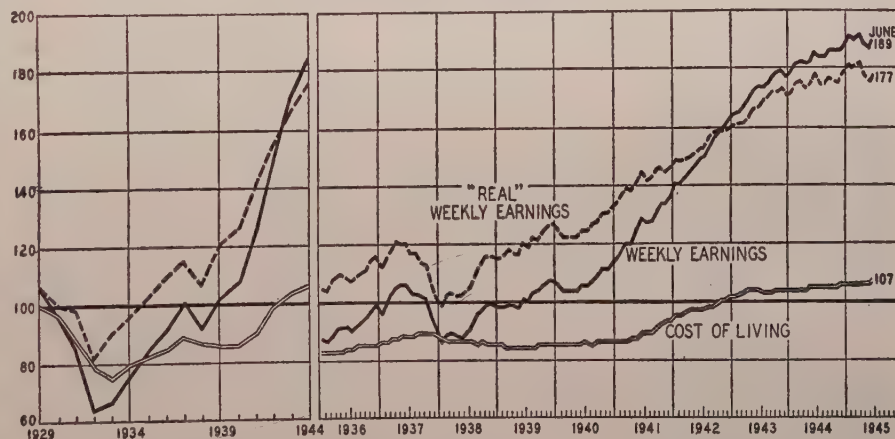
PAYROLL statistics failed to change significantly in the month following V-E day. Cutbacks in production had started some time before June and the downward trend in employment begun in the latter part of 1943 was continued, with an accompanying drop in man hours and payrolls. Average hourly earnings again reached a new peak level, the length of the work week was increased, and actual and "real" weekly earnings rose. Reported wage-rate increases, while slightly larger than for some time past, still averaged only 0.11% for all workers. In two industries, cotton-North and machines and machine tools, increases averaging over 1% for all workers were reported.

EARNINGS AND HOURS

After a slight decline last month, average hourly earnings of production workers resumed the upward climb which began in 1939 with the outbreak of the war in Europe. In June, they rose to a new peak level of \$1.111. The 1.0% increase over the May average was the greatest in this series since September, 1943. From August, 1939, the month before the start of the war, to June, 1945, the increase in hourly earnings has amounted to 54.3%; from January, 1941, the base date of the Little Steel formula, the rise has been 46.4%.

Average Weekly Earnings in 25 Manufacturing Industries

Source: THE CONFERENCE BOARD
Index Numbers, 1923=100



Average weekly earnings for June were \$50.37, an increase of 1.5% over the previous month and only 1.2% below the peak reached in March of this year. The average production worker put in 0.6 hour less a week on the job in June, 1945, than he had in the same month last year, but received \$1.07 more for his work. In comparison with August, 1939, his weekly return has increased \$23.08, or 84.6%.

Real weekly earnings, or the amount of goods and services that could be pur-

chased with dollar weekly income, rose 0.9% in June. As living costs increased only a little more than actual earnings in the year since June, 1944, the average worker found himself almost as well off as he had been a year before. His weekly purchasing power has risen 45% since August, 1939, and 32.5% since January, 1941.

Average hours a week were 0.3 hour, or 0.7%, longer in June than in the previous month. Working hours have averaged

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS¹, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employ- ment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1944 June.....	\$1.069	\$49.30	45.9	44.2	197.6	189.1	185.3	177.3	93.3	143.6	134.0	266.1
July.....	1.072	48.86	45.4	44.3	198.2	188.8	183.6	174.9	92.3	142.2	131.3	261.1
August.....	1.070	48.98	45.6	44.3	197.8	188.4	184.1	175.3	92.7	141.6	131.3	260.7
September.....	1.080	49.42	45.6	44.4	199.6	190.1	185.7	176.9	92.7	140.4	130.2	260.7
October.....	1.079	49.39	45.7	44.3	199.4	189.9	185.6	176.8	92.9	138.6	128.8	257.2
November.....	1.079	49.42	45.6	44.2	199.4	189.4	185.7	176.4	92.7	137.8	127.7	255.9
December.....	1.086	49.91	45.8	44.3	200.7	189.9	187.6	177.5	93.1	138.0	128.5	258.9
1945 January.....	1.095	50.80	46.2	44.3	202.4	191.5	190.9	180.6	93.9	137.5	129.1	262.5
February.....	1.095	50.58	46.0	44.3	202.4	191.8	190.1	180.2	93.5	137.4	128.5	261.2
March.....	1.101	50.99	46.1	44.4	203.5	193.1	191.6	181.8	93.7	136.2	127.6	261.0
April.....	1.101	50.13	45.4	44.4	203.5	192.3	188.4	178.1	92.3	134.0	123.7	252.5
May.....	1.100	49.62 _r	45.0 _r	44.3	203.3	191.4	186.5 _r	175.6 _r	91.5 _r	130.9 _r	119.8 _r	244.1 _r
June.....	1.111	50.37	45.3	44.3	205.4	192.1	189.3	177.1	92.1	128.2	118.1	242.7

_rRevised.

EARNINGS AND HOURS, PRODUCTION WORKERS¹, JUNE, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Industry	Average Earnings				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	June	May	June	May	June	May	June	May
Agricultural implement.....	\$1.171	\$1.162	\$54.75	\$54.01	46.7	46.5	47.3	47.3
Automobile ²	1.291	1.279 _r	55.25	53.67 _r	42.8	42.0	42.6	42.5
Boot and shoe.....	.844	.841	36.37	35.61 _r	43.1	42.3	43.3	43.2
Chemical.....	1.120	1.114	50.41	50.70	45.0	45.5	46.0	46.0
Rayon producing ³	.937	.935	39.87	39.81 _r	42.6	42.6 _r	45.7	45.7
Cotton—North.....	.846	.815	38.00	34.92	44.9	42.9	43.2	43.2
Electrical manufacturing.....	1.155	1.157	52.65	53.13	45.6	45.9	42.4	42.5
Furniture ⁴	1.062	1.067	48.28	48.47	45.5	45.4	45.0	45.8
Hosiery and knit goods.....	.862	.851	36.01	35.02	41.8	41.2	42.5	42.5
Iron and steel ⁵	1.272	1.264	57.94	60.30	45.5	47.7	43.3	43.2
Leather tanning and finishing.....	.997	.984	45.52	45.70	45.6	46.4	45.5	45.5
Lumber and millwork.....	1.146	1.096 _r	52.76	49.14 _r	46.0	44.8 _r	46.9	46.8 _r
Meat packing.....	.928	.929	44.97	42.55	48.5	45.8	40.9	41.4
Paint and varnish.....	1.041	1.041	49.19	49.49	47.3	47.6	47.3	47.1
Paper and pulp.....	.923	.917	45.71	44.45	49.5	48.5	44.9	44.7
Paper products.....	.891	.885	39.21	38.67	44.0	43.7	44.9	44.6
Printing—book and job.....	1.095	1.100	49.16	48.07	44.9	43.7	41.6	41.6
Printing—news and magazine.....	1.195	1.205	49.40	49.81	41.3	41.3	40.8	40.7
Rubber.....	1.254	1.241	58.58	56.72	46.7	45.7	47.0	47.0
1. Rubber tires and tubes.....	1.362	1.357	62.94	62.34	46.2	45.9	47.0	47.0
2. Other rubber products.....	1.084	1.048	51.52	47.57	47.5	45.4	47.0	47.0
Silk and rayon.....	.827	.820	36.30	36.42	43.9	44.4	42.3	42.4
Wool.....	.949	.952	41.50	40.78	43.7	42.8	43.1	43.0
1. Woolen and worsted goods.....	.923	.919	40.32	38.29	43.7	41.7	42.6	42.5
2. Other woolen products ⁶	.989	1.001	43.30	44.70	43.8	44.6	43.9	43.9
Foundries and machine shops.....	1.228	1.221 _r	57.41	57.05 _r	46.7	46.7	45.8	45.9
1. Foundries.....	1.163	1.168 _r	54.43	54.43 _r	46.8	46.6	45.0	44.9
2. Machines and machine tools.....	1.203	1.182	58.06	57.27	48.3	48.4	46.3	46.4
3. Heavy equipment.....	1.357	1.340 _r	61.73	62.05 _r	45.5	46.3 _r	46.3	46.3
4. Hardware and small parts.....	1.144	1.150	53.81	54.30	47.0	47.2	44.7	44.7
5. Other products.....	1.199	1.194	56.21	55.13	46.9	46.2	45.8	46.0
25 INDUSTRIES.....	\$1.111	\$1.100	\$50.37	\$49.62 _r	45.3	45.0 _r	44.3	44.3
Cement.....	.918	.910	\$42.55	\$40.58	46.4	44.6	45.7	45.7
Petroleum refining.....	1.301	1.302	61.06	61.12	46.9	46.9	44.5	44.6
27 INDUSTRIES.....	\$1.112	\$1.101 _r	\$50.46	\$49.70 _r	45.3	45.0	44.3	44.3
Aircraft.....	\$1.233	\$1.224	\$56.61	\$56.76	45.9	46.4	48.7	48.6
Shipbuilding.....	1.432	1.410 _r	65.68	64.45 _r	45.9	45.7	48.1	48.4

See footnotes on page 229.

over 45 a week since May, 1943, when, at 45.3, they were the same as in June, 1945. In the period since May, 1943, they have varied only 1.2 hours—from a low of 45.0 in July, 1943, to a high of 46.2 in January of this year. The work week has been increased 7.4 hours, or 19.5%, since August, 1939.

There was a decline of 1.4% in total man hours from May to June. At 118.1 (1923=100), the June index was down almost to the level of May, 1942. It was 29.1% and 79.5% greater than in January, 1941, and August, 1939, respectively.

EMPLOYMENT AND PAYROLLS

The downward trend in employment which has prevailed since the peak level of October-November, 1943, continued in June with a decline of 2.1% from the month before. The decrease since June, 1944, amounted to 10.7%. At 128.2 (1923=100), the employment index for June was down to the level that obtained prior to our entry into the war. It was, in fact, lower than during any month since August, 1941, and was 16.9% below the highest point of the series. But it was still 49.9% above the August, 1939, level.

Total payrolls were 0.6% lower in June

than in May. The peak for this series was reached in November, 1943, with a decline in fourteen of the nineteen months since that date. In June, they were 12.0% below

gust, 1939—the June index being 176.7% greater than in the month before the war.

CEMENT

Hourly and weekly earnings of production and related workers in the cement industry rose to new peak levels in June. At \$.918 an hour and \$42.55 a week, earnings surpassed the May averages by 0.9% and 4.9%, respectively. The work week of 46.4 hours was 1.8 hours, or 4.0%, longer than the previous month. Semi-skilled and skilled workers, who comprised 90% of the total in the industry, also received peak earnings for the longest work week recorded in recent years. The earnings of the unskilled workers and their weekly working hours also increased over the month but they were lower than the levels which prevailed earlier this year and through most of 1944.

PETROLEUM

Workers in petroleum refineries in June averaged fractionally less per hour for a work week exactly equal to that in May. Their weekly earnings, of course, were also very slightly lower. In this industry, 90% of the workers are in the semi-skilled

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS¹, JUNE, 1945

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment	Total Man Hours Worked		Payrolls		
	Hourly, Actual		Weekly									
			Actual		Real							
June	May	June	May	June	May	June	May	June	May	June	May	
Agricultural implement.....	210.6	209.0	199.0	196.3	186.2	184.8	182.0	180.0	171.6	169.0	362.2	353.8
Automobile ²	204.3	202.4 ^r	183.3	178.1 ^r	171.5	167.7 ^r	138.4	146.9 ^r	124.1	129.4 ^r	253.7	261.6 ^r
Boot and shoe.....	160.8	160.2	150.8	147.6 ^r	141.1	139.0 ^r	89.2	88.6 ^r	83.8	81.7 ^r	134.5	130.8 ^r
Chemical.....	220.5	219.3	195.7	196.8	183.1	185.3	171.4	170.7	152.4	153.5	335.4	335.9
Cotton—North.....	190.1	183.1	178.9	164.4	167.4	154.8	35.1	35.1	33.0	31.5	62.8	57.7
Electrical manufacturing.....	203.3	203.7	194.4	196.1	181.9	184.7	250.6	257.6	239.1	247.3	487.2	505.2
Furniture ⁴	205.4	206.4	193.6	194.3	181.1	183.0	130.0	131.3	122.7	123.7	251.7	255.1
Hosiery and knit goods.....	225.7	222.8	203.8	198.2	190.6	186.6	75.3	72.1	68.0	64.2	153.5	142.9
Iron and steel ⁵	213.4	212.1	169.3	176.2	158.4	165.9	115.3	116.0	91.0	95.9	195.2	204.4
Leather tanning and finishing.....	205.1	202.5	196.5	197.3	183.8	185.8	73.1	72.3	70.0	70.5	143.6	142.6
Lumber and millwork.....	242.3	231.7 ^r	225.3	209.8 ^r	210.8	197.6 ^r	49.1	49.1 ^r	45.6	44.4 ^r	110.6	103.0 ^r
Meat packing.....	196.2	196.4	191.0	180.8	178.7	170.2	93.0	91.5	90.8	84.4	177.6	165.4
Paint and varnish.....	184.9	184.9	187.4	188.5	175.3	177.5	127.4	126.8	129.1	129.2	238.7	239.0
Paper and pulp.....	183.1	181.9	175.3	170.4	164.0	160.5	116.0	115.3	110.9	107.9	203.3	196.5
Paper products.....	195.4	194.1	180.0	177.5	168.4	167.1	152.7	162.1	141.1	148.8	274.9	287.7
Printing—book and job.....	167.7	168.5	164.1	160.5	153.5	151.1	114.6	114.9	112.1	109.4	188.1	184.4
Printing—news and magazine.....	172.4	173.9	158.2	159.5	148.0	150.2	100.9	101.7	92.6	93.4	159.6	162.2
Rubber.....	200.3	198.2	209.0	202.4	195.5	190.6	131.3	131.9	136.8	134.5	274.4	267.0
Silk and rayon.....	166.7	165.3	157.6	158.1	147.4	148.9	86.8	86.6	81.9	82.7	136.8	136.9
Wool.....	187.9	188.5	173.1	170.1	161.9	160.2	66.4	66.1	61.1	59.6	114.9	112.4
Foundries and machine shops.....	214.3	213.1 ^r	202.4	201.1 ^r	189.3	189.4 ^r	190.7	197.7 ^r	179.6	186.2	386.0	397.6 ^r
1. Foundries.....	197.1	198.0 ^r	183.8	183.8 ^r	171.9	173.1 ^r	168.9	176.0 ^r	157.4	163.3 ^r	310.4	323.5 ^r
2. Machines and machine tools.....	219.1	215.3	212.7	209.8	199.0	197.6	178.5	184.9	173.1	179.7	379.7	387.9
3. Heavy equipment.....	202.5	200.0 ^r	186.9	187.9 ^r	174.8	176.9 ^r	159.3	167.5 ^r	147.0	157.3 ^r	297.7	314.7 ^r
4. Hardware and small parts.....	223.4	224.6	216.9	218.9	202.9	206.1	168.8	171.9	163.6	167.3	366.1	376.3
5. Other products.....	214.1	213.2	205.7	201.7	192.4	189.9	214.8	221.7	206.4	209.9	441.8	447.2
25 INDUSTRIES.....	205.4	203.3	189.3	186.5 ^r	177.1	175.6 ^r	128.2	130.9 ^r	118.1	119.8 ^r	242.7	244.1 ^r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding. See footnotes on page 229

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS¹, JUNE, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Industry	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	June	May	June	May	June	May	June	May	June	May	June	May
Agricultural implement.....	\$1.194	\$1.186	\$56.00	\$55.41	46.9	46.7	\$.935	\$.967	\$44.64	\$43.07	45.3	44.6
Automobile ²	1.335	1.325r	57.69	56.10r	43.2	42.4	1.135	1.124r	46.91	45.69r	41.3	40.6r
Boot and shoe.....	.995	.987r	44.12	42.93r	44.3	43.5r	.704	.704	29.54	29.07r	42.0	41.3r
Chemical.....	1.213	1.206	55.83	56.04	46.0	46.5	.798	.793	33.35	33.68	41.8	42.5
Rayon producing ³	1.038	1.037r	45.92	45.83r	44.2	44.2r	.741	.738	29.45	29.33r	39.7	39.8r
Cotton—North.....	.918	.885	44.33	41.42	48.3	46.8	.753	.720	31.00	27.72	41.2	38.5
Electrical manufacturing.....	1.302	1.305	61.44	61.81	47.2	47.4	.913	.918	39.42	40.16	43.2	43.7
Furniture ⁴	1.110	1.122	51.37	51.93	46.3	46.3	.954	.941	41.79	41.05	43.8	43.6
Hosiery and knit goods.....	1.173	1.156	53.13	51.45	45.1	44.5	.729	.720	29.50	28.71	40.5	39.9
Iron and steel ⁵	1.292	1.284	59.23	61.72	45.8	48.1	.990	.985	41.54	42.69	42.0	43.3
Leather tanning and finishing.....	1.023	1.009	47.76	48.02	46.7	47.6	.847	.833	34.03	33.70	40.2	40.5
Lumber and millwork.....	1.173	1.121r	54.21	50.33r	46.2	44.9r	.866	.839r	38.48	36.84r	44.4	43.9
Meat packing.....	.976	.978	48.65	45.94	49.9	47.0	.728	.723	31.53	29.87	43.3	41.3
Paint and varnish.....	1.071	1.071	51.18	51.57	47.8	48.2	.823	.824	35.94	35.86	43.7	43.5
Paper and pulp.....	.951	.944	47.98	46.61	50.5	49.4	.685	.682	29.14	28.57	42.5	41.9
Paper products.....	1.022	1.009	47.68	46.82	46.7	46.4	.696	.682	28.26	27.29	40.6	40.0
Printing—book and job.....	1.324	1.326	60.82	59.68	45.9	45.0	.676	.678	29.12	28.09	43.1	41.4
Printing—news and magazine.....	1.303	1.315	54.32	54.73	41.7	41.6	.767	.772	30.74	31.09	40.1	40.3
Rubber.....	1.380	1.367	66.69	64.71	48.3	47.3	.916	.902	39.31	37.82	42.9	41.9
1. Rubber tires and tubes.....	1.448	1.444	68.65	68.03	47.4	47.1	1.028	1.020	43.21	42.78	42.0	41.9
2. Other rubber products.....	1.243	1.204	62.48	57.55	50.2	47.8	.821	.797	35.87	33.41	43.7	41.9
Silk and rayon.....	.915	.908	42.71	42.89	46.7	47.3	.687	.682	27.57	27.73	40.1	40.7
Wool.....	1.021	1.023	46.83	45.90	45.9	44.9	.826	.832	33.43	33.06	40.5	39.7
1. Woolen and worsted goods.....	.987	.978	45.51	42.76	46.1	43.7	.825	.829	33.35	32.27	40.4	38.9
2. Other woolen products ⁶	1.068	1.081	48.63	50.26	45.5	46.5	.829	.837	33.58	34.55	40.5	41.3
Foundries and machine shops.....	1.281	1.276r	60.71	60.52r	47.4	47.4	.989	.980	43.57	43.02r	44.1	43.9
1. Foundries.....	1.181	1.188r	55.69	55.94r	47.2	47.1r	.945	.949r	40.22	39.94r	42.6	42.1r
2. Machines and machine tools.....	1.247	1.235	61.49	60.89	49.3	49.3	.968	.912	41.93	40.59	43.3	44.5
3. Heavy equipment.....	1.385	1.370r	63.46	63.87r	45.8	46.6	1.044	1.047r	44.25	45.80r	42.4	43.8
4. Hardware and small parts.....	1.227	1.233	59.49	60.18	48.5	48.8	.908	.915	39.36	39.59	43.3	43.2
5. Other products.....	1.262	1.257	59.97	59.01	47.5	46.9	1.013	1.007	45.62	44.44	45.0	44.1
25 INDUSTRIES.....	\$1.205	\$1.193	\$55.85	\$55.12r	46.4	46.2	\$.797	\$.790	\$33.26	\$32.45r	41.6	40.9
Cement.....	\$.918	\$.910	\$42.55	\$40.58	46.4	44.6	....	....	....	....	....	....
Petroleum refining.....	1.301	1.302	61.06	61.12	46.9	46.9	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.204	\$1.193	\$55.82	\$55.09r	46.4	46.2	....	....	....	....	....	....
Aircraft.....	\$1.317	\$1.310	\$61.15	\$61.97	46.4	47.3	\$1.087	\$1.077	\$48.95	\$48.27	45.0	44.8
Shipbuilding.....	1.449	1.426r	66.60	65.36r	46.0	45.8	1.142	1.143r	50.84	49.65r	44.5	43.5

See footnotes on page 229.

and skilled group. Their hourly earnings and work week both increased fractionally in June. The unskilled workers, on the other hand, worked fewer hours per week and received less per hour than in May.

AIRCRAFT

Employment in aircraft plants in June showed an even larger decrease than that from April to May. There were 10.1% fewer employed workers in this industry in June. The number of male workers declined 8.8%, while 12.2% fewer women workers were reported for the month. With the drop in employment, average hourly earnings of all workers rose even though the work week was half an hour shorter. The average hourly return of \$1.233 was the greatest recorded in the aircraft industry. Weekly earnings averaged \$56.61, only \$.15 less than the May figure. All la-

bor groups received more per hour. Male workers put in fewer hours, while the work week of the women was slightly longer than in May.

SHIPBUILDING

The decline in employment in shipyards which started in November, 1943, continued in June, with a drop of 5.7% from May. Since October, 1943, when the largest number was engaged in shipbuilding, employment has declined 45.5%. Over the same period, average hourly earnings have risen 7.6% to the peak level of \$1.432 in June, and the work week has been shortened by 1.4 hours or 3.0%. The decrease in employment would seem therefore to be owing to lower production requirements rather than to depletion of the labor market. From May to June, the average hourly earnings of shipyard work-

ers rose 1.6% and their work week was increased 0.2 hour, or 0.4%, raising their weekly earnings 1.9%.

LABOR STATISTICS IN JUNE

Hourly earnings rose 1.0% in June to \$1.111. They were 3.9% higher than in June of last year and 88.3% more than in 1929.

Weekly earnings averaged \$50.37, 1.5% more than in May and 2.2% above those of June, 1944. They were 76.4% greater than in 1929.

"Real" weekly earnings increased 0.9% in June, but were 0.1% lower than a year ago. The rise since 1929 has been 65.2%.

Hours per week were 0.3 hour, or 0.7%, more than in May. The June average of 45.3 hours was 1.3% shorter than that of June, 1944, and 3.0 hours, or 6.2%, less than in 1929.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS¹

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	June	May	June	May	June	May	June	May	June	May	June	May
Agricultural implement.....	\$.976	\$.963	\$46.67	\$45.65	47.8	47.4	\$1.226	\$1.219	\$57.34	\$56.85	46.8	46.6
Automobile ²	1.087	1.081 _r	47.42	47.13 _r	43.6	43.6	1.372	1.360 _r	59.19	57.36 _r	43.1	42.2
Boot and shoe.....	.551	.551 _r	26.04	25.90 _r	47.3	47.0 _r	1.022	1.014 _r	45.16	43.91 _r	44.2	43.3
Chemical.....	.987	.983	46.13	45.79	46.8	46.6	1.276	1.269	58.51	58.93	45.8	46.4
Rayon producing ³	.776	.786	33.18	33.27 _r	42.7	42.3	1.072	1.071	47.66	47.57 _r	44.5	44.4
Cotton—North.....	.801	.774	39.00	36.75	48.7	47.5	.971	.936	46.74	43.54	48.1	46.5
Electrical manufacturing.....	.937	.929	43.79	43.50	46.7	46.9	1.350	1.354	63.78	64.23	47.2	47.4
Furniture ⁴	.894	.945	38.51	42.19	43.1	44.6	1.146	1.155	53.63	53.82	46.8	46.6
Hosiery and knit goods.....	.792	.812	38.11	38.26	48.1	47.1	1.219	1.191	54.60	52.69	44.8	44.3
Iron and steel ⁵	1.005	.981	44.67	45.24	44.4	46.1	1.356	1.350	62.60	65.51	46.2	48.5
Leather tanning and finishing.....	.818	.807	39.82	38.61	48.7	47.8	1.060	1.048	49.15	49.82	46.4	47.5
Lumber and millwork.....	.861	.821 _r	39.63	35.71 _r	46.0	43.5	1.255	1.207 _r	58.06	54.71 _r	46.3	45.3 _r
Meat packing.....	.806	.797	40.05	37.58	49.7	47.1	1.041	1.044	51.98	48.99	49.9	46.9
Paint and varnish.....	.873	.871	43.18	43.39	49.5	49.8	1.152	1.152	54.35	54.75	47.2	47.5
Paper and pulp.....	.780	.777	36.70	35.26	47.0	45.4	1.016	1.008	52.76	51.49	51.9	51.1
Paper products.....	.765	.788	33.45	35.76	43.8	45.4	1.114	1.091	53.29	51.03	47.8	46.8
Printing—book and job.....	.947	.953	43.09	42.24	45.5	44.3	1.401	1.401	64.49	63.29	46.0	45.2
Printing—news and magazine.....	.856	.853	32.69	32.45	38.2	38.1	1.413	1.429	60.23	60.89	42.6	42.6
Rubber.....	1.068	1.071	50.62	51.52	47.4	48.1	1.389	1.376	67.16	65.08	48.4	47.3
1. Rubber tires and tubes.....	1.119	1.116	52.70	53.68	47.1	48.1	1.459	1.456	69.21	68.50	47.4	47.1
2. Other rubber products.....	.794	.787	39.12	37.68	49.3	47.9	1.251	1.212	62.90	57.90	50.3	47.8
Wool.....	.827	.820	36.71	34.96	44.4	42.6	1.106	1.109	51.46	50.92	46.5	45.9
1. Woolen and worsted goods.....	.846	.832	36.95	34.01	43.7	40.9	1.070	1.061	50.94	48.32	47.6	45.5
2. Other woolen products ⁶	.782	.794	36.12	37.38	46.2	47.1	1.147	1.160	52.01	53.73	45.4	46.3
Foundries and machine shops.....	1.012	.997 _r	47.51	46.72 _r	47.0	46.9	1.322	1.317 _r	62.70	62.55 _r	47.4	47.5
1. Foundries.....	.981	.973	46.16	45.35 _r	47.0	46.6	1.235	1.245 _r	58.29	58.76	47.2	47.2 _r
2. Machines and machine tools.....	1.110	1.085	53.03	52.81	47.8	48.7	1.268	1.257	62.86	62.08	49.6	49.4
3. Heavy equipment.....	1.039	.982 _r	47.26	45.11 _r	45.5	45.9 _r	1.428	1.415 _r	65.50	66.06 _r	45.9	46.7
4. Hardware and small parts.....	.963	.973	46.71	47.34	48.5	48.6	1.285	1.290	62.30	63.03	48.5	48.9
5. Other products.....	.979	.990	45.90	45.39	46.9	45.9	1.294	1.288	61.60	60.64	47.6	47.1
24 INDUSTRIES ⁷	\$.930	\$.918 _r	\$42.86	\$41.85 _r	46.1	45.6	\$1.268	\$1.258	\$58.86	\$58.23 _r	46.5	46.3
Cement.....	\$.734	\$.718	\$30.34	\$28.90	41.4	40.3	\$.936	\$.927	\$43.90	\$41.74	46.9	45.1
Petroleum refining.....	.982	.989	43.03	44.64	43.8	45.1	1.333	1.332	63.01	62.79	47.3	47.1
26 INDUSTRIES ⁷	\$.929	\$.917 _r	\$42.75	\$41.76 _r	46.1	45.5	\$1.266	\$1.257	\$58.81	\$58.18 _r	46.5	46.3
Aircraft.....	\$1.122	\$1.117	\$50.60	\$51.72	45.1	46.3	\$1.330	\$1.322	\$61.85	\$62.64	46.5	47.4
Shipbuilding.....	1.028	1.011 _r	46.56	45.89 _r	45.3	45.4	1.487	1.463 _r	68.43	67.10 _r	46.0	45.9

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Production and related workers. For definition, see the March Management Record, page 80.

²Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

Employment dropped 2.1% from May to June. At 128.2 (1923=100) the June index was 10.7% lower than in June of last year and 26.9% higher than in 1929.

Man hours were reduced 1.4% in June and were 11.9% less than a year ago. Since 1929, they have risen 19.1%.

Payrolls declined 0.6% in June to 242.7 (1923=100). This was 8.8% below the June, 1944, index, but 123.9% above the 1929 average.

The first month after the end of the war in Europe brought no marked change in any of the payroll statistics for the

twenty-five manufacturing industries. Both hourly and weekly earnings and hours per week rose, while the trends of employment, man hours and payrolls continued downward.

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³Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

⁴Includes wood, metal, and upholstered household and office furniture

⁵Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁶Principally rugs.

⁷Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

_rRevised.

Cost of Living in July

LIVING costs of wage earners' families remained unchanged in July at the June level, which is the highest since 1921. THE CONFERENCE BOARD's index thus stands at 106.9 for the two months. At 93.5 cents, the purchasing value of the 1923 dollar also remained the same as in the month of June.

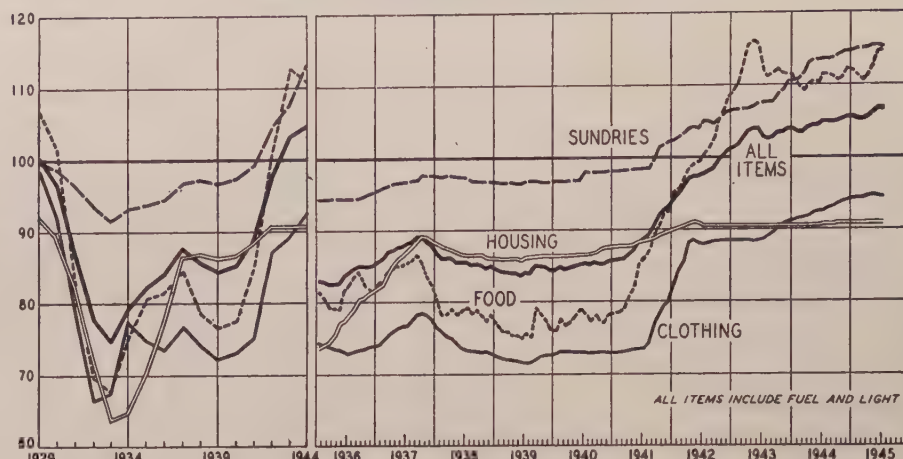
COMPONENTS CHANGE SLIGHTLY

While the all-items figure did not move, minor changes were observed in July in four of the components. The food index rose 0.1% in July to 114.9, reflecting slight increases in the prices of fresh vegetables and eggs. Clothing dropped 0.1% from the June level to 94.6, chiefly owing to scattered price decreases in women's sweaters, straw hats and underwear. The fuel and light index showed the greatest increase, rising 1.0% to 97.3 as the result of a general rise of \$1 a ton in the price of anthracite. Electricity and gas indexes have not changed for a year. A decrease of 0.2% was noted in the sundries component in July, largely a reflection of a revised price schedule upon which the Board's index for automobile tires and tubes is based.

Cost of Living in the United States

Source: THE CONFERENCE BOARD

Index Numbers, 1923=100



INDIVIDUAL CITY CHANGES

Each of the 63 individual cities for which figures are computed showed changes of less than 1.0% from June to July in the all-items index. Increases for twenty-three of the cities ranged up to 0.7%. Philadelphia and New Orleans showed the greatest increases. Rises in the food component were responsible for the over-all increase in both cities, and in the case of Philadelphia the fuel and light costs contributed.

No over-all change occurred in fourteen cities, while declines were noted in twenty-six cities. The maximum decline was 0.6% in Denver, Evansville and

Youngstown. In each of these cities, a fall in the food index was the main contributory factor.

Two thirds of the 63 cities changed plus or minus 0.2% or less, reflecting less movement in the Board's index than had occurred for a number of months.

The July, 1945, index for every one of the sixty-three cities shows an increase over the July, 1944, figure. The increases range from 0.2% for Portland, Oregon, to 4.4% for Huntington, West Virginia. The median increase was 1.8%.

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COST OF LIVING IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923=100											
1944 July.....	105.0	111.7 ^a	90.9	92.5	101.9	83.1	95.7	66.9	94.5	113.6	95.2
August.....	105.0	111.6	90.9	93.0	102.1	83.9	95.7	66.9	94.5	113.6	95.2
September.....	105.0	111.3	90.9	93.2	102.3	84.0	95.8	66.9	94.5	113.8	95.2
October.....	105.0	110.8	91.0	93.6	102.4	84.8	95.8	66.9	94.5	114.2	95.2
November.....	105.3	111.1	91.0	93.9	102.9	84.8	95.8	66.9	94.5	114.6	95.0
December.....	105.7	112.3	91.0	94.0	103.0	84.9	95.8	66.9	94.5	114.8	94.6
1945 January.....	105.7	112.1	91.0	94.2	103.4	84.9	95.8	66.9	94.5	114.9	94.6
February.....	105.5	111.2	91.0	94.3	103.6	84.9	96.1	66.9	94.5	115.1	94.8
March.....	105.4	110.8	91.0	94.5	103.8	85.2	96.1	66.9	94.5	115.2	94.9
April.....	105.8	111.6	91.0	94.8	104.0	85.5	96.0	66.9	94.5	115.3	94.5
May.....	106.2	112.7	91.0	94.9	104.1	85.6	96.2	66.9	94.5	115.5	94.2
June.....	106.9	114.8 ^b	91.0	94.7	103.8	85.5	96.3	66.9	94.5	115.5	93.5
July.....	106.9	114.9 ^c	91.0	94.6	103.8	85.3	97.3	66.9	94.5	115.3	93.5

Percentage Changes

June 1945 to July 1945.....	0	+0.1	0	-0.1	0	-0.2	+1.0	0	0	-0.2	0
July 1944 to July 1945.....	+1.8	+2.9	+0.1	+2.3	+1.9	+2.6	+1.7	0	0	+1.5	-1.8

¹Data on housing collected twice annually, May 15 and October 15.

²Includes fuel as well as electricity and gas.

^aBased on food prices for July 13, 1944.

^bBased on food prices for June 14, 1945.

^cBased on food prices for July 16, 1945.

COST OF LIVING IN SIXTY CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes	
	July 1945	June 1945	July 1944	June 1945 to July 1945	July 1944 to July 1945
Akron					
Food.....	149.7	149.7 ^r	147.2	0	+1.7
Housing ¹	113.8	113.8	113.8	0	0
Clothing.....	129.5	129.5 ^r	125.3	0	+3.4
Fuel and light.....	114.2	114.2	112.5	0	+1.5
Housefurnishings.....	121.1	121.0	118.4	+0.1	+2.3
Sundries.....	124.2	124.4	123.4	-0.2	+0.6
Weighted Total.....	129.7	129.7 ^r	127.9	0	+1.4
Atlanta					
Food.....	153.1	151.9	148.1	+0.8	+3.4
Housing ¹	99.2	99.2	99.2	0	0
Clothing.....	131.5	131.4	126.1	+0.1	+4.3
Fuel and light.....	111.3	114.0	113.1	0	+0.8
Housefurnishings.....	126.2	123.8	118.6	+1.9	+6.4
Sundries.....	119.6	119.9	118.2	-0.3	+1.2
Weighted Total.....	127.4	127.0	124.5	+0.3	+2.3
Baltimore					
Food.....	152.4	152.9 ^r	149.0	-0.3	+2.3
Housing ¹	103.2	103.2	103.2	0	0
Clothing.....	132.0	131.7	128.2	+0.2	+3.0
Fuel and light.....	111.3	107.3	107.5	+3.7	+3.5
Housefurnishings.....	137.4	137.4	138.2	0	-0.6
Sundries.....	125.6	125.7	125.7	-0.1	-0.1
Weighted Total.....	131.1	131.0	129.3	+0.1	+1.4
Birmingham					
Food.....	157.2	154.9	153.4	+1.5	+2.5
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	131.8	133.1	130.4	-1.0	+1.1
Fuel and light.....	105.0	105.0	101.7 ^r	0	+3.2
Housefurnishings.....	120.2	120.2	117.8	0	+2.0
Sundries.....	121.0	121.3	121.3	-0.2	-0.2
Weighted Total.....	129.2	128.8	127.7 ^r	+0.3	+1.2
Boston					
Food.....	140.4	140.4	137.6	0	+2.0
Housing ¹	103.5	103.5	103.5	0	0
Clothing.....	129.3	129.3 ^r	128.3	0	+0.8
Fuel and light.....	124.4	122.7	122.6	+1.4	+1.5
Housefurnishings.....	126.4	126.4 ^r	122.6	0	+3.1
Sundries.....	119.7	119.4	116.6	+0.3	+2.7
Weighted Total.....	125.4	125.2	123.4	+0.2	+1.6
Bridgeport					
Food.....	139.1	141.4	138.9	-1.6	+0.1
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	131.0	129.2	128.6	+1.4	+1.9
Fuel and light.....	122.4	120.5	120.0	+1.6	+2.0
Housefurnishings.....	127.3	126.8	126.6	+0.4	+0.6
Sundries.....	128.4	128.7	128.5	-0.2	-0.1
Weighted Total.....	127.4	127.9	126.9	-0.4	+0.4
Buffalo					
Food.....	150.2	150.0	146.3	+0.1	+2.7
Housing ¹	112.3	112.3	112.4	0	-0.1
Clothing.....	129.3	129.2	127.8	+0.1	+1.2
Fuel and light.....	112.9	110.3	110.2	+2.4	+2.5
Housefurnishings.....	129.6	129.4	129.9	+0.2	-0.2
Sundries.....	126.5	126.7	126.7	-0.2	-0.2
Weighted Total.....	130.7	130.5	129.2	+0.2	+1.2
Chattanooga					
Food.....	160.7	158.5	158.7 ^r	+1.4	+1.3
Housing ¹	103.7	103.7	103.3	0	+0.4
Clothing.....	125.1	124.6	122.9	+0.4	+1.8
Fuel and light.....	101.1	100.7	100.7	+0.4	+0.4
Housefurnishings.....	124.8	124.8	121.5	0	+2.7
Sundries.....	117.6	117.9	116.7	-0.3	+0.8
Weighted Total.....	128.6	127.9	127.2 ^r	+0.5	+1.1
Chicago					
Food.....	148.6	148.9	145.0	-0.2	+2.5
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	133.6	133.6	129.5	0	+3.2
Fuel and light.....	99.6	99.3	98.9	+0.3	+0.7
Housefurnishings.....	129.5	129.3 ^r	125.1	+0.2	+3.5
Sundries.....	118.2	118.3	117.6	-0.1	+0.5
Weighted Total.....	126.1	126.2	124.2	-0.1	+1.5
Cincinnati					
Food.....	141.1	141.9	140.6	-0.6	+0.4
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	139.0	139.0 ^r	136.6	0	+1.8
Fuel and light.....	107.1	107.1	106.0	0	+1.0
Housefurnishings.....	125.4	125.1	124.4	+0.2	+0.8
Sundries.....	120.8	120.9	116.5	-0.1	+3.7
Weighted Total.....	125.6	125.9	123.8	-0.2	+1.5
Cleveland					
Food.....	142.8	142.2 ^r	141.6	+0.4	+0.8
Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	137.4	137.0 ^r	133.5	+0.3	+2.9
Fuel and light.....	104.7	104.7 ^r	105.2	0	-0.5
Housefurnishings.....	127.4	127.4	130.0	0	-2.0
Sundries.....	128.6	128.8	120.5	-0.2	+6.7
Weighted Total.....	128.7	128.5	125.8	+0.2	+2.3
Dallas					
Food.....	150.8	151.5	144.5	-0.5	+4.4
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	130.7	130.7	127.1	0	+2.8
Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	130.2	129.3	127.6	+0.7	+2.0
Sundries.....	126.2	126.4	123.3 ^r	-0.2	+2.4
Weighted Total.....	127.7	127.8	124.5 ^r	-0.1	+2.6
Dayton					
Food.....	148.3	148.2	146.6	+0.1	+1.2
Housing ¹	105.9	105.9	105.9	0	0
Clothing.....	123.0	125.3	124.2	-1.8	-1.0
Fuel and light.....	107.6	107.6	105.8	0	+1.7
Housefurnishings.....	136.1	136.0 ^r	128.2	+0.1	+6.2
Sundries.....	122.7	122.9	118.7 ^r	-0.2	+3.4
Weighted Total.....	127.3	127.6 ^r	125.2 ^r	-0.2	+1.7
Denver					
Food.....	144.9	146.6	142.5 ^r	-1.2	+1.7
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	131.5	132.5 ^r	129.7	-0.8	+1.4
Fuel and light.....	101.6	101.6	101.6	0	0
Housefurnishings.....	127.5	126.7	130.5	+0.6	-2.3
Sundries.....	119.8	120.0	116.6	-0.2	+2.7
Weighted Total.....	125.4	126.1	123.6	-0.6	+1.5
Des Moines					
Food.....	137.5	137.7	137.8	-0.1	-0.2
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	137.8	139.1 ^r	133.4	-1.9	+3.3
Fuel and light.....	121.8	121.3	120.9	+0.4	+0.7
Housefurnishings.....	125.9	125.9	125.9	0	0
Sundries.....	120.9	121.1	119.9	-0.2	+0.8
Weighted Total.....	124.9	125.1	124.1	-0.2	+0.6
Detroit					
Food.....	157.3	156.4	149.3	+0.6	+5.4
Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	136.4	136.8	131.7	-0.3	+3.6
Fuel and light.....	113.7	113.1	112.1	+0.5	+1.4
Housefurnishings.....	126.2	126.2	126.0	0	+0.2
Sundries.....	130.7	130.8	128.8	-0.1	+1.5
Weighted Total.....	133.2	133.0	129.6	+0.2	+2.8

¹Rents surveyed twice annually, May 15, and October 15.

^rRevised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	July 1945	June 1945	July 1944	June 1945 to July 1945	July 1944 to July 1945
Duluth					
Food.....	143.6	142.7	137.6	+0.6	+4.4
Housing ¹	100.2	100.2	100.2	0	0
Clothing.....	138.5	138.1 _r	135.3	+0.3	+2.4
Fuel and light.....	110.4	110.4 _r	107.5	0	+2.7
Housefurnishings.....	143.0	143.0	140.4	0	+1.9
Sundries.....	120.0	120.1	117.3	-0.1	+2.3
Weighted Total.....	126.7	126.5	123.3	+0.2	+2.8
Eric, Pa.					
Food.....	155.5	154.4	153.2	+0.7	+1.5
Housing ¹	110.2	110.2	110.0	0	+0.2
Clothing.....	146.3	146.7	137.7	-0.3	+6.2
Fuel and light.....	116.2	113.7	113.0	+2.2	+2.8
Housefurnishings.....	131.6	131.6	129.9	0	+1.3
Sundries.....	130.7	130.8	127.7	-0.1	+2.3
Weighted Total.....	134.9	134.4	132.2	+0.4	+2.0
Fall River					
Food.....	138.7	139.4	135.8	-0.5	+2.1
Housing ¹	104.3	104.3	104.3	0	0
Clothing.....	137.7	137.7 _r	134.8	0	+2.2
Fuel and light.....	117.7	117.0	116.4 _r	+0.6	+1.1
Housefurnishings.....	120.4	120.4	110.5 _r	0	+9.0
Sundries.....	127.8	127.0	123.5 _r	+0.6	+3.5
Weighted Total.....	127.3	127.3	124.5 _r	0	+2.2
Front Royal, Va.					
Food.....	165.8	165.8	162.6 _r	0	+2.0
Housing ¹	107.3	107.3	107.7	0	-0.4
Clothing.....	147.1	147.1	143.7	0	+2.4
Fuel and light.....	112.2	112.2	111.4	0	+0.7
Housefurnishings.....	132.4	132.4	132.4	0	0
Sundries.....	117.7	118.1	118.1	-0.3	-0.3
Weighted Total.....	131.3	131.4	130.2	-0.1	+0.8
Grand Rapids					
Food.....	155.3	153.7	148.5	+1.0	+4.6
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	139.7	139.8 _r	132.8	-0.1	+5.2
Fuel and light.....	112.9	112.9	110.9	0	+1.8
Housefurnishings.....	143.3	143.4	146.2	-0.1	-2.0
Sundries.....	127.0	127.3	125.9	-0.2	+0.9
Weighted Total.....	132.8	132.4 _r	129.7	+0.3	+2.4
Green Bay, Wis.					
Food.....	144.2	145.7	137.0	-1.0	+5.3
Housing ¹	102.8	102.8	102.8	0	0
Clothing.....	140.6	140.8	133.2	-0.1	+5.6
Fuel and light.....	108.9	108.6	108.9	+0.3	0
Housefurnishings.....	129.6	128.6	128.5	+0.8	+0.9
Sundries.....	120.7	120.9	120.4	-0.2	+0.2
Weighted Total.....	126.6	127.0	123.5	-0.3	+2.5
Houston					
Food.....	145.0	143.7	142.0	+0.9	+2.1
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	129.5	129.7	127.2	-0.2	+1.8
Fuel and light.....	84.8	84.8	84.8	0	0
Housefurnishings.....	119.7	118.6 _r	117.4 _r	+0.9	+2.0
Sundries.....	123.0	123.3	121.2	-0.2	+1.5
Weighted Total.....	124.8	124.5 _r	123.0	+0.2	+1.5
Huntington, W. Va.					
Food.....	150.8	150.2	146.8	+0.4	+2.7
Housing ¹	111.7	111.7	111.7	0	0
Clothing.....	128.8	129.2 _r	127.4	-0.3	+1.1
Fuel and light.....	100.0	100.0	100.0	0	0
Housefurnishings.....	132.1	132.2	129.4	-0.1	+2.1
Sundries.....	129.1	129.5	117.0	-0.3	+10.3
Weighted Total.....	132.2	132.2	126.6	0	+4.4
Indianapolis					
Food.....	152.1	152.6	151.5	-0.3	+0.4
Housing ¹	107.9	107.9	107.9	0	0
Clothing.....	127.9	128.1 _r	126.2	-0.2	+1.3
Fuel and light.....	113.4	113.4	111.9	0	+1.3
Housefurnishings.....	126.4	126.5	125.1	-0.1	+1.0
Sundries.....	127.6	127.8	123.0	-0.2	+3.7
Weighted Total.....	130.4	130.7	128.4	-0.2	+1.6
Kansas City, Mo.					
Food.....	136.3	136.5	134.1	-0.1	+1.6
Housing ¹	105.5	105.5	105.2	0	+0.3
Clothing.....	134.1	133.6	128.4	+0.4	+4.4
Fuel and light.....	111.9	111.1	109.5	+0.7	+2.2
Housefurnishings.....	123.4	123.2	122.8	+0.2	+0.5
Sundries.....	127.9	128.0	125.5	-0.1	+1.9
Weighted Total.....	126.0	126.0	123.8	0	+1.8
Lansing					
Food.....	176.6	176.4	169.4	+0.1	+4.3
Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	128.5	129.5	127.6	-0.8	+0.7
Fuel and light.....	106.7	106.7	105.3 _r	0	+1.3
Housefurnishings.....	135.6	135.6	133.4	0	+1.6
Sundries.....	129.7	129.9	129.4	-0.2	+0.2
Weighted Total.....	134.6	134.7	132.2	-0.1	+1.8
Los Angeles					
Food.....	152.0	151.2	145.1	+0.5	+4.8
Housing ¹	106.2	106.2	106.2	0	0
Clothing.....	123.5	123.5 _r	125.1	0	-1.3
Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	120.8	120.8	120.6	0	+0.2
Sundries.....	124.5	124.9	122.1	-0.3	+2.0
Weighted Total.....	127.9	127.7 _r	125.2	+0.2	+2.2
Louisville					
Food.....	147.4	148.0	145.9	-0.4	+1.0
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	130.8	131.2 _r	124.1	-0.3	+5.4
Fuel and light.....	114.8	114.8	113.4	0	+1.2
Housefurnishings.....	129.5	129.2	130.5	+0.2	-0.8
Sundries.....	123.1	123.3	114.2	-0.2	+7.8
Weighted Total.....	128.8	129.0 _r	125.1	-0.2	+3.0
Macon					
Food.....	153.4	150.7	149.5	+1.8	+2.6
Housing ¹	113.2	113.2	115.9	0	-2.3
Clothing.....	133.3	133.5 _r	128.6	-0.1	+3.7
Fuel and light.....	102.7	102.7	101.5	0	+1.2
Housefurnishings.....	137.3	137.3 _r	134.9	0	+1.8
Sundries.....	125.6	125.9	125.6	-0.2	0
Weighted Total.....	133.0	132.3	131.3	+0.5	+1.3
Meadville, Pa.³					
Food.....	n.a.	n.a.	146.1	n.a.	n.a.
Housing ¹	n.a.	n.a.	110.8	n.a.	n.a.
Clothing.....	n.a.	n.a.	119.2	n.a.	n.a.
Fuel and light.....	n.a.	n.a.	112.1	n.a.	n.a.
Housefurnishings.....	n.a.	n.a.	136.0	n.a.	n.a.
Sundries.....	n.a.	n.a.	125.8	n.a.	n.a.
Weighted Total.....	n.a.	n.a.	127.2	n.a.	n.a.
Memphis					
Food.....	159.5	159.8	156.3	-0.2	+2.0
Housing ¹	108.4	108.4	109.4	0	-0.9
Clothing.....	139.1	139.3	133.6	-0.1	+4.1
Fuel and light.....	99.2	99.0	98.1	+0.2	+1.1
Housefurnishings.....	130.9	130.9 _r	129.1	0	+1.4
Sundries.....	114.1	114.3	114.1	-0.2	0
Weighted Total.....	128.5	128.6 _r	126.9	-0.1	+1.3

¹Rents surveyed twice annually, May 15 and October 15.

²Compilation of indexes temporarily discontinued.

n.a. Not available.

³Revised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes	
	July 1945	June 1945	July 1944	June 1945 to July 1945	July 1944 to July 1945
Milwaukee					
Food.....	148.1	150.0	145.7	-1.3	+1.6
Housing ¹	103.4	103.4	103.4	0	0
Clothing.....	140.9	140.2	134.0	+0.5	+5.1
Fuel and light.....	111.7	111.2 _r	109.8	+0.4	+1.7
Housefurnishings.....	129.1	129.1	127.9	0	+0.9
Sundries.....	122.5	122.7	121.0	-0.2	+1.2
Weighted Total.....	127.7	128.2	125.7	-0.4	+1.6
Minneapolis					
Food.....	153.9	152.4	148.0	+1.0	+4.0
Housing ¹	103.7	103.7	103.7	0	0
Clothing.....	136.4	136.4 _r	133.5	0	+2.2
Fuel and light.....	104.5	104.1	104.3	+0.4	+0.2
Housefurnishings.....	125.4	125.1	121.9	+0.2	+2.9
Sundries.....	123.5	123.7	120.9	-0.2	+2.2
Weighted Total.....	128.8	128.4	125.8	+0.3	+2.4
Muskegon					
Food.....	173.0	172.7	162.6	+0.2	+6.4
Housing ¹	115.2	115.2	115.2	0	0
Clothing.....	130.9	130.9 _r	132.0	0	-0.8
Fuel and light.....	115.5	115.5	114.6	0	+0.8
Housefurnishings.....	121.9	121.9	120.6	0	+1.1
Sundries.....	121.6	121.8	120.3	-0.2	+1.1
Weighted Total.....	135.2	135.2	132.0	0	+2.4
Newark					
Food.....	144.1	144.4	137.4 _r	-0.2	+4.9
Housing ¹	101.4	101.4	101.4	0	0
Clothing.....	127.8	127.8 _r	126.2	0	+1.3
Fuel and light.....	104.7	102.9	102.8 _r	+1.7	+1.8
Housefurnishings.....	135.1	133.9	132.6	+0.9	+1.9
Sundries.....	120.1	120.2	119.4	-0.1	+0.6
Weighted Total.....	125.8	125.8 _r	122.8	0	+2.4
New Haven					
Food.....	138.0	138.9	135.3	-0.6	+2.0
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	130.6	130.7	127.7	-0.1	+2.3
Fuel and light.....	114.2	112.2	111.8	+1.8	+2.1
Housefurnishings.....	128.2	128.2	124.4	0	+3.1
Sundries.....	111.8	111.9	111.3	-0.1	+0.4
Weighted Total.....	121.5	121.7	119.9	-0.2	+1.3
New Orleans					
Food.....	154.9	152.2	147.6	+1.8	+4.9
Housing ¹	110.6	110.6	110.6	0	0
Clothing.....	134.6	134.9	132.6	-0.2	+1.5
Fuel and light.....	85.8	85.8	85.7 _r	0	+0.1
Housefurnishings.....	124.1	124.1	124.1	0	0
Sundries.....	123.3	123.5	121.0	-0.2	+1.9
Weighted Total.....	132.4	131.5	128.8 _r	+0.7	+2.8
New York					
Food.....	143.9	144.0	140.6	-0.1	+2.3
Housing ¹	100.8	100.8	100.8	0	0
Clothing.....	135.2	135.5 _r	133.6	-0.2	+1.2
Fuel and light.....	109.8	107.7	107.5	+1.9	+2.1
Housefurnishings.....	132.9	132.7 _r	130.0	+0.2	+2.2
Sundries.....	123.7	123.8	121.5	-0.1	+1.8
Weighted Total.....	126.9	126.9	124.8	0	+1.7
Omaha					
Food.....	152.8	154.2 _r	149.0	-0.9	+2.6
Housing ¹	100.6	100.6	100.6	0	0
Clothing.....	131.9	131.7 _r	126.3	+0.2	+4.4
Fuel and light.....	108.4	108.3	106.5	+0.1	+1.8
Housefurnishings.....	142.6	142.5	139.9	+0.1	+1.9
Sundries.....	125.9	126.1	121.1	-0.2	+4.0
Weighted Total.....	129.3	129.7	125.8	-0.3	+2.8
Parkersburg, W. Va.					
Food.....	148.5	147.8	143.9	+0.5	+3.2
Housing ¹	104.2	104.2	104.2	0	0
Clothing.....	129.0	128.7 _r	125.6	+0.2	+2.7
Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	132.0	132.0	128.4	0	+2.8
Sundries.....	117.8	117.9	116.5	-0.1	+1.1
Weighted Total.....	127.7	127.4	125.1	+0.2	+2.1
Philadelphia					
Food.....	143.3	141.5	138.8	+1.3	+3.2
Housing ¹	102.7	102.7	102.9	0	-0.2
Clothing.....	131.7	131.8	129.9	-0.1	+1.4
Fuel and light.....	114.4	110.6	110.0	+3.4	+4.0
Housefurnishings.....	131.7	131.5	122.5 _r	+0.2	+7.5
Sundries.....	125.6	125.7	125.1	-0.1	+0.4
Weighted Total.....	128.4	127.5	125.8 _r	+0.7	+2.1
Pittsburgh					
Food.....	147.6	148.4	141.9	-0.5	+4.0
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	130.9	131.1	129.0	-0.2	+1.5
Fuel and light.....	110.9	110.9	110.3	0	+0.5
Housefurnishings.....	121.9	121.9	118.5	0	+2.9
Sundries.....	120.2	120.4	118.9	-0.2	+1.1
Weighted Total.....	127.0	127.3	124.4	-0.2	+2.1
Portland, Ore.					
Food.....	148.2	147.2	146.9	+0.7	+0.9
Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	142.4	142.8 _r	139.8	-0.3	+1.9
Fuel and light.....	124.9	124.9	124.9	0	0
Housefurnishings.....	122.5	122.5	120.6	0	+1.6
Sundries.....	116.8	117.1	118.5	-0.3	-1.4
Weighted Total.....	128.8	128.6 _r	128.6	+0.2	+0.2
Providence					
Food.....	149.9	150.3	141.9 _r	-0.3	+5.6
Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	135.2	135.3	133.5	-0.1	+1.3
Fuel and light.....	115.2	114.1	115.4	+1.0	-0.2
Housefurnishings.....	126.2	126.2	126.2	0	0
Sundries.....	125.9	126.0	120.2	-0.1	+4.7
Weighted Total.....	129.2	129.2	124.9 _r	0	+3.4
Richmond					
Food.....	162.0	161.6	154.6	+0.2	+4.8
Housing ¹	103.1	103.1	103.1	0	0
Clothing.....	131.9	132.2 _r	129.8	-0.2	+1.6
Fuel and light.....	105.9	105.5	104.8	+0.4	+1.0
Housefurnishings.....	121.4	121.4 _r	121.2	0	+0.2
Sundries.....	119.6	119.9	117.1	-0.3	+2.1
Weighted Total.....	129.6	129.6 _r	126.4	0	+2.5
Roanoke, Va.					
Food.....	152.7	150.1	149.2	+1.7	+2.3
Housing ¹	121.6	121.6	120.3	0	+1.1
Clothing.....	133.9	133.9	131.8	0	+1.6
Fuel and light.....	109.5	109.5	107.9	0	+1.5
Housefurnishings.....	124.8	124.8	121.9	0	+2.4
Sundries.....	123.1	123.7	121.6	-0.5	+1.2
Weighted Total.....	131.8	131.2	129.6	+0.5	+1.7
Rochester					
Food.....	152.4	152.5	147.9	-0.1	+3.0
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	132.9	133.0 _r	130.7	-0.1	+1.7
Fuel and light.....	119.6	118.2	118.0	+1.2	+1.4
Housefurnishings.....	138.7	138.5	135.8 _r	+0.1	+2.1
Sundries.....	128.7	128.8	127.0	-0.1	+1.3
Weighted Total.....	130.3	130.3	128.1	0	+1.7

¹Rents surveyed twice annually, May 15 and October 15.

^rRevised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	July 1945	June 1945	July 1944	June 1945 to July 1945	July 1944 to July 1945
Rockford, Ill.					
Food.....	152.2	152.5	150.0	-0.2	+1.5
Housing ¹	138.1	138.1	138.1 _r	0	0
Clothing.....	132.3	132.0	125.4	+0.2	+5.5
Fuel and light.....	115.6	115.1	113.6	+0.4	+1.8
Housefurnishings.....	131.3	131.3	131.2	0	+0.1
Sundries.....	122.4	122.7	121.4	-0.2	+0.8
Weighted Total.....	135.2	135.3	133.4	-0.1	+1.3
Sacramento					
Food.....	149.5	147.3	148.4	+1.5	+0.7
Housing ¹	104.1	104.1	104.1	0	0
Clothing.....	141.3	142.0 _r	136.7	-0.5	+3.4
Fuel and light.....	80.8	80.8	80.8	0	0
Housefurnishings.....	140.6	140.7	143.3	-0.1	-1.9
Sundries.....	124.8	125.0	122.1	-0.2	+2.2
Weighted Total.....	128.8	128.3 _r	127.3	+0.4	+1.2
St. Louis					
Food.....	149.1	149.1	145.5	0	+2.5
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	130.4	130.3	127.8	+0.1	+2.0
Fuel and light.....	116.8	116.8	114.7	0	+1.8
Housefurnishings.....	117.9	117.9 _r	118.2	0	-0.3
Sundries.....	117.5	117.7	116.1	-0.2	+1.2
Weighted Total.....	127.2	127.3 _r	125.2	-0.1	+1.6
St. Paul					
Food.....	143.7	143.8	141.9	-0.1	+1.3
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	127.0	126.8	124.1	+0.2	+2.3
Fuel and light.....	107.3	106.8	106.6	+0.5	+0.7
Housefurnishings.....	128.1	127.8	126.2	+0.2	+1.5
Sundries.....	121.4	121.6	120.9	-0.2	+0.4
Weighted Total.....	124.1	124.1	123.0	0	+0.9
San Francisco - Oakland					
Food.....	147.4	147.9	144.1	-0.3	+2.3
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	134.5	134.6 _r	131.6	-0.1	+2.2
Fuel and light.....	90.0	90.0	89.7	0	+0.3
Housefurnishings.....	124.7	124.2	119.8	+0.4	+4.1
Sundries.....	124.1	124.3	122.2	-0.2	+1.6
Weighted Total.....	127.6	127.8	125.4	-0.2	+1.8
Seattle					
Food.....	152.7	153.0	148.2	-0.2	+3.0
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	129.6	129.7	126.6	-0.1	+2.4
Fuel and light.....	110.4	110.2	108.2	+0.2	+2.0
Housefurnishings.....	121.1	121.1	120.9	0	+0.2
Sundries.....	120.9	121.2	120.8	-0.2	+0.1
Weighted Total.....	129.0	129.1	127.0	-0.1	+1.6
Spokane					
Food.....	144.3	144.6	137.6	-0.2	+4.9
Housing ¹	102.0	102.0	102.0	0	0
Clothing.....	124.5	124.5	124.0	0	+0.4
Fuel and light.....	134.7	134.7	133.9	0	+0.6
Housefurnishings.....	132.7	132.7	132.9	0	-0.2
Sundries.....	119.9	120.2	117.9	-0.2	+1.7
Weighted Total.....	127.4	127.6	124.5	-0.2	+2.3
Syracuse					
Food.....	147.1	147.4	140.4	-0.2	+4.8
Housing ¹	116.2	116.2	116.2	0	0
Clothing.....	133.3	133.2	132.6	+0.1	+0.5
Fuel and light.....	120.1	116.1	114.2	+3.4	+5.2
Housefurnishings.....	130.3	130.5	133.1	-0.2	-2.1
Sundries.....	120.1	120.3	118.7	-0.2	+1.2
Weighted Total.....	128.9	128.7	126.2	+0.2	+2.1
Toledo					
Food.....	151.3	151.0	143.7	+0.2	+5.3
Housing ¹	113.1	113.1	113.0	0	+0.1
Clothing.....	131.2	132.2 _r	125.4	-0.8	+4.6
Fuel and light.....	108.9	108.9	107.7	0	+1.1
Housefurnishings.....	123.6	123.6	123.3	0	+0.2
Sundries.....	129.2	129.3	127.8	-0.1	+1.1
Weighted Total.....	131.6	131.6	128.1	0	+2.7
Wausau, Wis.					
Food.....	159.3	161.3	155.2	-1.2	+2.6
Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	143.8	143.8	138.3	0	+4.0
Fuel and light.....	109.9	109.9	109.8	0	+0.1
Housefurnishings.....	125.6	125.6	125.7	0	-0.1
Sundries.....	116.9	117.1	116.5	-0.2	+0.3
Weighted Total.....	129.4	130.0	127.5	-0.5	+1.5
Wilmington, Del.					
Food.....	143.1	143.2	143.0	-0.1	+0.1
Housing ¹	104.9	104.9	104.6	0	+0.3
Clothing.....	133.4	133.8	130.6	-0.3	+2.1
Fuel and light.....	107.4	104.8	104.8	+2.5	+2.5
Housefurnishings.....	126.1	126.1	119.9	0	+5.2
Sundries.....	116.1	116.3	116.6	-0.2	-0.4
Weighted Total.....	125.9	125.9	125.1	0	+0.6
Youngstown					
Food.....	158.3	160.7	150.3	-1.5	+5.3
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	146.5	146.8 _r	136.7 _r	-0.2	+7.2
Fuel and light.....	108.2	108.2	106.7	0	+1.4
Housefurnishings.....	134.4	134.7 _r	130.7 _r	-0.2	+2.8
Sundries.....	116.7	116.8	115.0	-0.1	+1.5
Weighted Total.....	131.1	131.9 _r	126.7	-0.6	+3.5

¹Rents surveyed twice annually, May 15, and October 15.

_rRevised.

PERCENTAGE CHANGES, COST OF LIVING IN FOUR CITIES

CITY	June 1945 to July 1945	July 1944 to July 1945	CITY	June 1945 to July 1945	July 1944 to July 1945	CITY	June 1945 to July 1945	July 1944 to July 1945	CITY	June 1945 to July 1945	July 1944 to July 1945
Evansville, Ind.			Joliet, Ill.²			Lewistown, Pa.			Trenton, N. J.		
Food.....	-1.7	+0.1	Food.....	-0.1	+3.0	Food.....	-0.1	+4.1	Food.....	+0.7	+2.1
Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0
Clothing.....	-0.1	+5.0	Clothing.....	0	+5.8	Clothing.....	-0.1	+7.0	Clothing.....	0	+6.5
Fuel and light.....	0	+0.7	Fuel and light.....	0	+1.5	Fuel and light.....	0	+5.2	Fuel and light.....	+3.8	+4.1
Housefurnishings.....	0	+1.8	Housefurnishings.....	0	-0.8	Housefurnishings.....	0	-0.1	Housefurnishings.....	0	+2.5
Sundries.....	0	+6.1	Sundries.....	-0.1	+2.4	Sundries.....	0	+1.2	Sundries.....	0	+4.8
Weighted Total.....	-0.6	+2.7	Weighted Total.....	-0.1	+2.5	Weighted Total.....	0	+3.1	Weighted Total.....	+0.5	+3.3

¹Rents surveyed twice annually, May 15, and October 15.

²Includes Lockport and Rockdale.

WAGE-INCREASE ANNOUNCEMENTS¹, MAY 1 to JULY 31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
American Telephone & Telegraph Company.....	Pittsburgh and Philadelphia, Pa.	\$4/wk.	1,300	To long-lines department workers. New rate range for traffic department operators, \$23-\$34
American Tobacco Company.....	Philadelphia, Pa.	1¢-5¢/hr.	500	To cigar workers
Bridgeport Coat & Apron Company.....	Bridgeport, Conn.	\$3-\$25/wk.	....	To drivers and jumpers
Coco-Cola Company.....	Philadelphia, Pa.	.....	....	Increase of up to 15% to January 1, 1941 level, to discharged veterans and employees who left for war plant work
Colonnade Cafeterias.....	Detroit, Mich.	\$3/wk.	200	Retroactive to September 15, 1944
Eastern Malleable Iron Company.....	Wilmington, Del.	1¢-4¢/hr.	560	Retroactive to July, 1944
Firestone Tire and Rubber Company.....	New Bedford, Mass.	5¢/hr.	....	To tire-cord workers
Homebuilders Association of Philadelphia and Suburbs.....	Philadelphia, Pa.	8%	3,800	
Illinois Bell Telephone Company.....	Chicago, Ill.	92¢-\$2.27/wk.	1,475	To clerical workers, service engineers, coin-box collectors
Los Angeles Harbor Department.....	Los Angeles, Calif.	10%	300	
McQuay-Norris Manufacturing Company.....	St. Louis, Mo.	up to 9½¢/hr.	....	Ten job classifications
Michigan Bell Telephone Company.....	Detroit, Mich.	\$2-\$6/wk.	2,500	Nonsupervisory employees retroactive to May 1, 1944
New England Telephone and Telegraph Company	Boston, Mass.	\$2.50/wk.	4,000	To women employees in plant and traffic departments. Retroactive to January 1, 1945
Northern California Cannery Council.....	Northern California	5¢-10¢/hr.	45,000	To cannery workers. Increase for night work
Phillips Packing Company.....	Cambridge, Md.	5¢/hr.	2,000	
B. F. Sturevant Company.....	Hyde Park, Mass.	3%	450	
Swift & Company.....	Chicago, Ill.	2½¢/hr. avg. 50¢/wk. \$400/yr.	12,000	To compensate for time spent changing clothes To purchase work clothes
United States Postoffice Department.....	United States		....	Base pay increase. Also, bonus of 10% to hourly workers who work nights
United States Rubber Company.....	Lowell, Mass.	3%	900	General wage increase
United States Rubber Company.....	New Bedford, Mass.	5¢/hr.	....	To tire-cord workers
University of Pennsylvania.....	Philadelphia, Pa.	up to 6¢/hr.	250	Maintenance employees in building and grounds department
Western Electric Company.....	New York & New Jersey	4¢-6¢/hr.	30,000	16 plants
Anthracite coal operators.....	Pennsylvania	\$1.37½/day	Approx. 70,000	Miners. Allocated as follows: \$1.12½ to underground travel time, 4¢-6¢ to night shift premium, remainder to vacation payment
11 dairies.....	Detroit, Mich.	2¢-11¢/hr.	185	To maintenance workers
15 fish processing companies.....	Gloucester, Mass.	10¢/hr. 6¢/hr. 4¢/hr. 8¢/hr.	1,500	To cutters To utility men To female help To freezer men Members of Gloucester Fisheries Association
4 glass manufacturing companies.....	Baltimore, Md.	3¢/hr.	900	
59 government cafeterias.....	Washington, D. C.	3½¢/hr.	4,000	Also, laundry and food charges are eliminated. Retroactive to November, 1944 for Navy; retroactive to January, 1945 for others
31 grocery firms.....	Detroit, Mich.	9¢/hr.	400	Truck drivers, helpers, checkers and stockmen
Laundries.....	New York, N. Y.	1¢-4¢/hr.	15,000	To inside workers. Wage increases in metropolitan area to 55¢ hourly minimum. Granted by regional WLB under 55¢ substandard ruling
5 meat packers.....	Pittsburgh, Pa.	4½¢/hr. 1¾¢/hr. 5¢/hr.	93 22	To drivers To helpers To cutters
25 manufacturers of men's work clothes.....	United States	3.13¢/hr. 5%	6,000	To all other time workers To all piece workers
Shipyards.....	Los Angeles and San Pedro, California area	11.6%	7,000	To ship repair workers. Retroactive to December, 1944
Transit operators.....	New York, N. Y.	5¢/hr. \$120/yr.	27,000 4,000	To hourly employees To salaried employees

¹Includes salary-increase announcements.

Management Book Shelf

The Production Conference. By Jack L. Wolff. Boston: Houghton Mifflin Company; \$2.25.

The book is an explanation and case history of successful efforts of top management to solve technical and personnel

problems by means of regular conferences with supervision — a technique known as the "consultative" or "multiple" plan of management.

While the author has devoted most of his working years to the Standard Oil Company of California, he has, since 1941, been successively supervisor of training for Moore Dry Dock, Kaiser Shipyards, and for other shipyards holding Maritime Commission contracts.

After depicting the trouble encountered by management in wartime expansion, and its later experiences with cutbacks and reconversion, the author defines the production conference and outlines its advantages to management as well as to labor.

The value of production conferences in shortening the training of supervisors is emphasized, along with their usefulness to supervisors as links in the chain of com-

munication between top management and the worker.

Production conferences serve a function beyond that of training, the author asserts, and as evidence points to the many training directors in shipyards who were equal in rank with superintendents and who reported direct to top management.

The latter half of the book is devoted to a description of production conferences in action. In each conference, three steps are followed: (1) identifying objectives or problems; (2) locating obstacles which interfere with efforts to reach a solution; and (3) reaching a solution. Many actual production and personnel cases are fully described. The work of the production conference can be reproduced in report form as an aid to all management personnel.

The final chapter outlines the mechanics of conference organization and administration.—C. E. Y.

Management Reading

"Handling Shop Grievances," by Benjamin M. Selekmán, *Harvard Business Review*—Summer Number, 1945. Mishandling seemingly minor shop grievances has, according to some conciliators and arbitrators of labor disputes, been responsible for strikes and stoppages in many instances.

Mr. Selekmán points out that "the best formal machinery of [grievance] adjustment does not necessarily guarantee shop order . . . We must conceive of adjustment procedures, not only as the heart of the union agreement, but as the very heart of shop relationships." Typical section titles are: "Shop Relationships, Not Static But Dynamic" and "Griev-

ances Disguised to Fit Legalistic Pattern." The article is well done and worth reading. A.A.D.

"Opportunity Knocks in Labor Problems," by James Tanham, *Nation's Business*—August, 1945. Employee's confidence in the integrity of the company that employs him is the theme of this article. A five-point program for better industrial relations in American industry is presented. The article refers to good community relations as a means toward better industrial relations. A.A.D.

"Has Labor Become Too Strong?" by Ruben Levin, *Machinists Monthly Journal*—August, 1945. The attitudes of American labor unionists and observers of the labor scene toward current industrial relations and the legislative picture are presented. A.A.D.

"What the Executive Should Know about Quality Control," by Eugene Caldwell, *Steel*—July 30, 1945. A practical treatment of the subject of quality control, covering its relationship to purchasing, design, manufacturing, inspection, and finished-product performance. E.S.H.

Prepared by

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